



SOCIAL
RESPONSIBILITY
REPORT

2012

社会责任报告

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建造精品 改善民生

Construction Boutique improving people's livelihood



中国中铁股份有限公司
CHINA RAILWAY GROUP LIMITED

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The Board of Directors and all directors of the Company guarantee that there is no false record, misleading statement or major omission in this report and they will bear individual and joint responsibility for the authenticity, accuracy and completeness of the contents.



中国中铁

标识由公司汉语简称“中国中铁”与英文简称“CREC”构成，采用象征科技和高远的蓝色为标准色。经纬交织的地球背景，展现了公司的全球视野和战略眼光。端正、刚健的“工”字既型如坚实的钢轨，承载着辉煌厚重的历史，又势如擎天的建筑，昭示着蒸蒸日上的未来。

The logo is constituted of the Chinese abbreviation of company name "中国中铁" and the English abbreviation "CREC", adopting blue color that symbolizes technology and ambition as the standard color. The background of the Globe with meridians and latitudes interwoven indicates the company's global and strategic vision. The upright and vigorous word "工" is not only as a solid type of rail, carrying the glorious and heavy history, but also as dyke construction, declaring the flourishing future.

关于本报告

欢迎阅读中国中铁股份有限公司2012年社会责任报告

为便于您的阅读，中国中铁股份有限公司在本报告中以“中国中铁”、“公司”、“我们”等方式进行表述。

本报告是公司第五份年度社会责任报告，时间跨度以2012年1月1日至12月31日为主，重点表述了2012年度中国中铁在员工发展、公益事业、环境保护、经济发展、技术创新、安全监督等方面的工作，适当关注了2012年以前公司履行社会责任的情况。

报告编写参照联合国全球契约（Global Compact）颁布的“十大原则”，全球报告倡议组织（GRI）、社会责任国际（SAI）和《中国企业社会责任报告编写指南（CASS-CSR2.0）》、《中国对外承包工程行业社会责任指引》等相关标准，以及国务院国资委、上海证券交易所、香港联合交易所有关规定。

报告中使用的相关数据和案例，均来自中国中铁及子分公司。

本报告以中英文两种文字出版，若两种文字间有差异，按中文版解读。

本报告力求完整、客观和准确，并积极回应利益相关方的主要关切。本着精益求精的原则，公司下一年度及以后的社会责任报告的编写和发布工作还将持续改进、日臻完善，也欢迎您的支持。

本报告的电子版同时在公司网站发布（www.crec.cn），您可以根据需要进行下载。

About This Report

Welcome to read Social Responsibility Report of 2012 of China Railway Group Limited.

In order to facilitate your reading, China Railway Group Limited in this report will be expressed by "CREC", the "Company" and "us" etc.

This report is the company's fifth annual social responsibility report with the time span of 1st January to 31st December of 2012, mainly focusing on the work about staff development, public welfare undertaking, environmental protection, economic development, technological innovation and safety supervision.etc during the year of 2012, with due attention to the status of company fulfilling their social responsibility before 2012.

Preparation of the report refers to the "ten principles" promulgated by the United Nations Global Compact (Global Compact), the relevant standards of the Global Reporting Initiative (GRI), Social Accountability International (SAI) and China CSR Reporting Guidelines (CASS-CSR2.0), Guide on Social Responsibility for Chinese International Contractors and relevant requirements of the SASAC, Shanghai Stock Exchange and the Hong Kong Stock Exchange.

All relevant data and cases used in the report are from the CREC and its subsidiary (branch) companies.

This report is published in both Chinese and English, if there are differences between both, according to Chinese version.

This report strives to be completed, objective and accurate, and actively response to the main concern of the stakeholders. In line with the principles of pursuit for excellence, the company will continuously improve and strive for perfection in the work of Social Responsibility Report's preparation and publishing the next year and the following years, and also welcome your support.

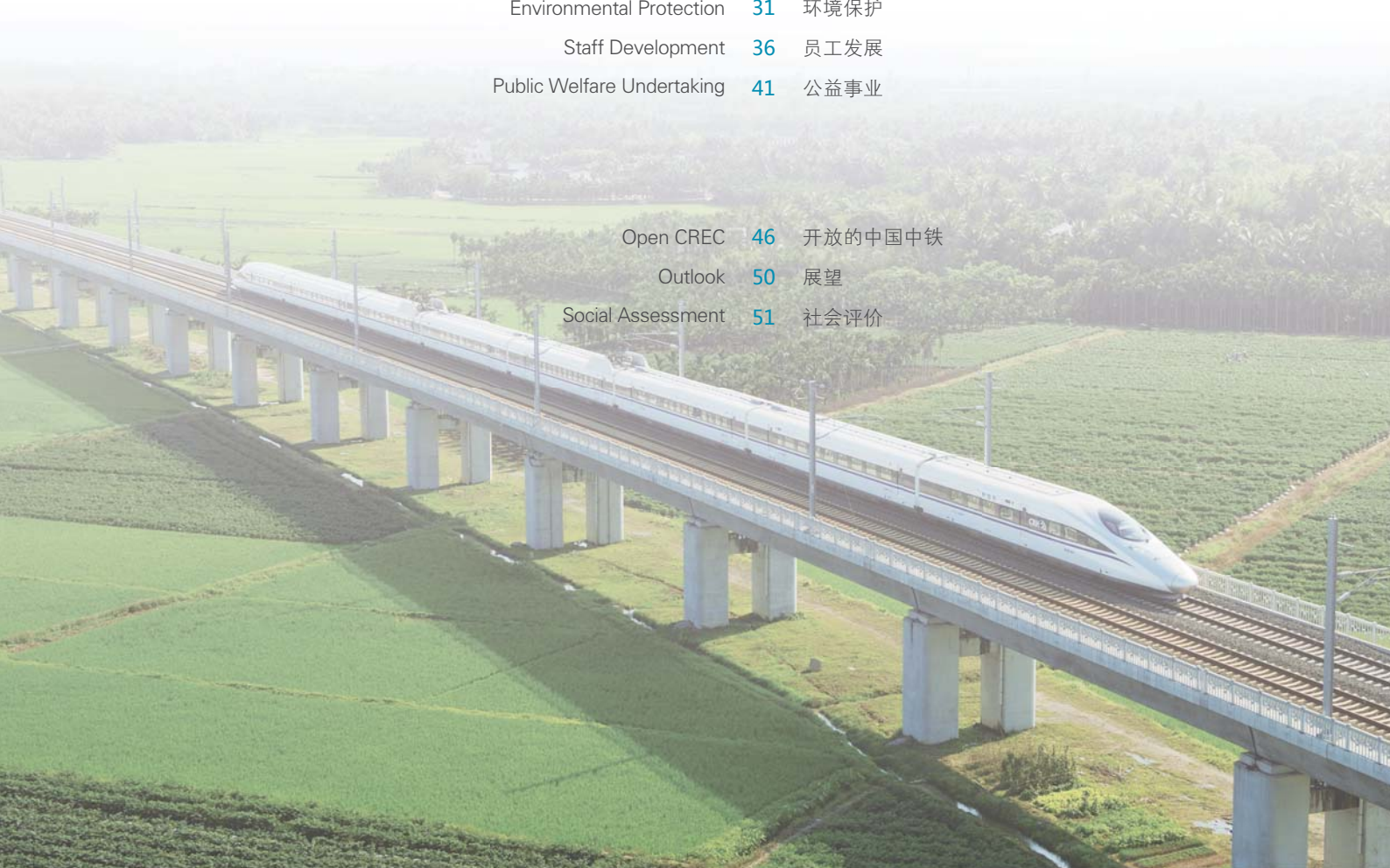
The electronic version of this report will be published in the company website (www.crec.cn) at the same time; you can download it as needed.

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领导致辞

2012年，中国中铁积极应对市场挑战，始终坚定不移地推进“保发展、调结构、强管理、促稳定”的中心工作，团结一致、攻坚克难，充分发挥行业表率 and 示范作用，切实践行建造精品、改善民生的神圣使命，积极承担、充分履行社会责任，在拉动经济增长、推动科技进步、促进就业、环境保护等方面做出了重要的贡献，得到了社会各界的高度评价和广泛认可。

一年来，公司积极调整经营思路，全面开拓路内、路外、海外三大市场，成功运作实施了一批基建上游项目，有序推进房地产、矿产资源、金融信托业务，优化了企业经营结构；大力推进管理提升，完善企业绩效考核体系，健全企业内控机制，加强投融资集中管控，有效提升了综合管理能力；狠抓重点工程建设，建成了哈大、京郑、郑武客专等一批重点工程；坚持以人为本，完善职工收入正常增长和保障机制，深入开展“三工建设”，认真落实“三不让”承诺，有力维护了企业和社会稳定；青藏铁路建设精神与大庆铁人精神、载人航天精神一起，作为中央企业先进精神在全国进行了巡讲；认真履行国企社会责任，大力推动节能减排，全力投入玉树灾后重建，率先实现了年度工期

目标，充分展示了央企的脊梁作用。

2012年，中国中铁排名世界企业500强第112位，中国企业500强第12位。公司获得国家级科技进步奖3项、中国建筑工程鲁班奖6项。

2013年，中国中铁将一如既往忠实履行企业使命，不断探索造福社会的新形式，努力为推动科学发展、促进社会和谐做出新的更大贡献。

董事长：李长进 总裁：白中仁

2013年3月



Speech of Leader

In 2012, CREC positively coped with the marketing challenge, always unswervingly implemented the central task of "keeping development, adjusting structure, intensifying management and promoting stability", unified as one and overcome kinds of difficulties. CREC fully played the role of industry example and model, effectively practiced the sacred mission of construction of quality and improvement of people's livelihood, positively committed and fully fulfilled their social responsibilities. The company made important contributions towards stimulating economic growth, accelerating scientific and technological progress, promoting employment and environmental protection and so on. And it been highly praised and widely recognized by the Community.

Over the past year, the company actively adjusted the operating concepts, comprehensively developed markets in the mainland, out the mainland and overseas, successfully established a number of upstream infrastructure projects, orderly promoted real estate, mineral resources, and financial trust business, optimized business management structure; energetically promoted management, improved the evaluation system of enterprise performance, perfected enterprise internal control mechanism, strengthened centralized management and control of investment and financing, effectively improved comprehensive management ability; focused on the construction of key projects, completed the construction of a series of key projects such as Harbin-Dalian, Beijing-Zhengzhou, Zhengzhou-Wuhan passenger special line etc.; adhered to people-oriented, improved the normal growth of worker income and safeguard mechanism, carried

out "three construction site construction", earnestly implemented the commitment "three unallowed", effectively safeguarded the stability of enterprise and society; taking the spirit of Qinghai-Tibet Railway construction, Daqing iron man and manned space flight together as the advanced spirit of central enterprises, made speaking tour all over China; conscientiously fulfilled the social responsibility of state-owned enterprises, energetically promoted energy conservation and emissions reduction, dedicated to Yushu post-disaster reconstruction, took the lead in achieving the annual duration target, fully showed the backbone role of central enterprises.

In 2012, CREC ranked 112th in top 500 companies in the world and 12th in top 500 Chinese enterprises. The company won 3 national science and technology progress awards and 6 Luban Prizes for China Architecture Project.

In 2013, CREC will continue to faithfully fulfill its corporate mission and constantly explore new forms of community benefit and make efforts to make new and greater contribution to promoting scientific development and social harmony.

Chairman of the Board: Li Changjin President: Bai Zhongren

March, 2013

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公司价值观

企业使命：建造精品 改善民生

企业精神：勇于跨越 追求卓越

企业宗旨：诚信经营 客户至上 回报股东 造福社会

Company View of Values

Enterprise mission: Construct excellent projects to improve people's livelihood

Spirit of Enterprise: The courage to leaps and the pursuit for excellence

Tenet of Enterprise: Honest management, customer first, returns to shareholders and benefits of the society



社会责任规划

作为建筑行业的领军企业，中国中铁始终以成为企业社会责任的实践者、推动者和引领者为己任，自2008年以来，就开始着手建立科学、规范、系统、有效的企业社会责任管理体系，从造福社会、科学发展、安全监管、环境保护、员工发展、公益事业等六个方面进行社会责任规划，并从公司总部到各子公司全面开展了一系列企业社会责任管理实践活动，以实现全面覆盖、充分履行、日臻完善、行业领先的社会责任目标，为社会持续提供不可替代的杰出贡献。

Planning of Social Responsibility

As a leader in the construction industry, CREC has always been to become a practitioner, propellant and leader of Corporate Social Responsibility as its mission. Since 2008, it began to establish a scientific, standardized, systematic and effective management system of corporate social responsibility, and planned social responsibility from six aspects of benefit of society, scientific development, safety supervision, environmental protection, staff development, public welfare undertaking. And the company launched a series of management practices of corporate social responsibility from the company headquarters to the subsidiary in order to achieve the goal of full-coverage, full-compliance, pursuit for perfection and industry-leading social responsibility, making the irreplaceable and outstanding contribution to a sustainable society.



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利益相关方

多年来，中国中铁始终与利益相关方保持和谐互信、互惠互利的合作关系，坚持从利益相关方视角，积极回应利益相关方关注的重要问题，建立顺畅、规范、富有特色的利益相关方沟通机制，不断增进企业内部员工和外部利益相关方的价值创造，努力实现与各利益相关方共同发展、和谐共赢。经全面分析所在行业产业链条和宏观环境，中国中铁的利益相关方主要由十类群体构成。

Interested Parties

Over several years, CREC has always maintained the cooperation relationship of harmony, mutual trust, mutually beneficial with all interested parties, adhered to the interests of interested parties in the perspective of interested parties, responded actively to important issues that interested parties pay attention to, established the smooth, standardized and distinctive communication mechanism of interested parties, continuously improved value creation of internal staff and external interested parties, and made efforts to achieve common development, harmony and win-win with all interested parties. After a comprehensive analysis of the production chain and macro-environment in the industry, CREC interested parties are mainly constituted in ten groups.



公司概况

中国中铁是集勘察设计、施工安装、工业制造、房地产开发及其他业务于一体的特大型企业集团，全球最大的建筑工程承包商之一，在世界企业 500 强中排名第 112 位，在中国企业 500 强中排名第 12 位。公司于 2007 年 12 月 3 日、12 月 7 日分别在上海、香港两地上市。公司总资产 5507.3 亿元，净资产 885.6 亿元。

中国中铁建设者先后修建了 82821 公里的铁路，占中国铁路总里程的三分之二以上；建成电气化铁路接触网 58899 公里，占中国电气化铁路的 90%；参与建设的公路超过 14809 公里，其中高速公路超过 8388 公里，约占中国高速公路总里程的十分之一；参与建设了中国五分之三的城市轨道工程；修建了武汉长江大桥、南京长江大桥、东海大桥、杭州湾跨海特大桥等近 10000 座大桥，总长达 10647 公里；建成秦岭隧道、太行山隧道、厦门翔安海底隧道、武汉长江隧道等长大隧道共计 7907 公里。公司建设者十次远征南极，承担了中山站、长城站、昆仑站建设和维护任务。公司还先后参加了国内 5000 余项公路、机场、码头、水电、地铁、高层建筑、市政等大型工程的设计与施工，经营范围覆盖到土木建筑的各个领域，工程项目遍布中国各省市自治区以及全球近 60 个国家和地区，科技水平在诸多领域达到世界先进水平，多次获得国家最高奖项。

General Situation of Company

CREC is the extremely large enterprise group with survey and design, construction and installation, industrial manufacturing, real estate development and other business. It is the largest construction contractors in the world, ranking 112th in the top 500 companies in the world and 12th in the top 500 Chinese enterprises. Companies were listed respectively on December 3rd, 2007 and December 7th, 2007 in Shanghai and Hong Kong, with the total assets of RMB 550.73 billion Yuan and net assets of RMB 88.56 billion Yuan.

Constructors of CREC have successively built railways of 82821 kilometers, more than two-thirds of the total length of national railway; the electrified railway contacting net they have built reaches 58899 kilometers, accounting for 90% of national electrified railway. They are participated in the road covering over 14809 kilometers, of which expressway is more than 8388 kilometers, about one-tenth of high mileage. They are participated in the three-fifths of national urban rail project; they have constructed around 10000 bridges, including Wuhan Yangtze River Bridge, Nanjing Yangtze River Bridge, the East Sea Bridge, Hangzhou Bay Cross-sea Bridge, with the total length of 10647 kilometers. They have built long tunnels of Qinling Tunnel, Taihang tunnel, Xiamen Xiang'an undersea tunnel, Wuhan Yangtze River Tunnel and so on, with the total of 7907 kilometers. The builders with the Antarctic expedition for 10 times shouldered the construction and maintenance tasks of Zhongshan Station, Great Wall Station and Kunlun station. The company also has participated in more than 5000 items of national highways, airports, docks, hydropower, subway, high-rise buildings, municipal and other large engineering design and construction, with the business scope covering all civil construction fields, and the projects in all provinces and autonomous regions of the nation and more than 60 countries and regions in the world. The technological level in many areas has reached the world's advanced level, and has won the national highest award for many times.



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业务分布

2012年，中国中铁紧密围绕“保发展、调结构、强管理、促稳定”的中心工作，团结一心、攻坚克难，全力以赴应对挑战。公司完成营业收入4839.9亿元，实现海外营业收入221.6亿元。

2012年，公司与全球56个国家和地区开展业务。目前，境外在建工程项目296个，涉及铁路、公路、桥梁、隧道、房屋建筑、城市轨道交通、市政工程、农田水利、港口建设等领域，分布于南美、东欧、非洲、南太、东南亚、中东等53个国家和地区。公司道岔及钢结构等产品远销到美国、丹麦、苏格兰、韩国、挪威、新西兰、印尼、塞拉利昂等18个国家和地区。

另外，公司在境外还投资兴办了马里纺织厂、科特迪瓦制药公司，在南非进行了房地产开发，在非洲开展了矿产资源换基础设施工程等业务。



Business Distribution

In 2012, CREC positively coped with the marketing challenge, always unwaveringly implemented the central task of “keeping development, adjusting structure, intensifying management and promoting stability”, unified as one and overcome kinds of difficulties and went all out respond to any change. The company completed the business income of RMB 483.99 billion Yuan, and overseas revenue of RMB 22.16 billion Yuan.

In 2012, the company started business in nearly 56 countries and regions. At present, 296 overseas construction projects have been involved in railways, highways, bridges, tunnels, housing construction, urban rail, municipal engineering, water conservancy, port construction and other fields in 53 countries and regions of South America, Eastern Europe, Africa, South-Pacific, Southeast Asia, the Middle East etc. Company's products of turnouts, the steels structures and others are exported to 18 countries and regions of the United States, Denmark, Scotland, South Korea, Norway, New Zealand, Indonesia, Sierra Leone, and others.

In addition, the company invested in Mali textile mills and Ivory Coast pharmaceuticals overseas, and also developed the business of real estate in South Africa and project of mineral resource exchanging for infrastructure in Africa and so on.



公司治理与规范运作

治理结构

2012年，中国中铁作为A+H股上市公司，一直从严遵守证券监管机构相关要求，积极推行现代企业制度，完善法人治理结构，建立了较为系统全面、行之有效的内部控制制度，规范了内部控制管理体系，董事会战略管控能力和重大决策质量进一步提高，对经理层的监督和指导成效明显，全面风险管理体系持续健全，公司治理水平有效提升，为实现公司持续健康发展提供支撑和保障。2012年公司荣获上海证券交易所“2012年度上市公司董事会奖”，并在资本市场先后荣获“优秀董事会”、“中国上市公司诚信企业100强”、“中国上市公司综合实力100强”、“中国新型跨国公司50强”、“中国上市公司十佳董事会”等多项殊荣。

报告期末，公司董事会由8名成员组成，其中，执行董事3人，非执行董事1人，独立非执行董事4人；董事会下设五个专门委员会，其中审计委员会、薪酬与考核委员会全部由独立非执行董事组成；监事会由5名成员组成，其中，股东代表监事2人，职工代表监事3人；高管层由10名成员组成，其中包括总裁1名、副总裁7名、总经济师1名和董事会秘书1名。

Company Governance and Standardized Operation

Structure Governance

In 2012, as A+H shares listed company, CREC has been strictly abide by the relevant requirements of securities regulatory bodies, actively promoted the modern enterprise system, perfected the corporate governance structure, established relatively systematic comprehensive and effective internal control system, regulated the internal control management system, further improved the strategic control ability and quality of important decisions of the board, made obvious progress on the supervision and guidance of managers, kept the perfect of overall risk management system, effectively promoted corporate governance level, and provided support and assurance for sustainable and healthy development of the company. In 2012, has won the “2012 Annual Listed Company Board of Directors Award” in SSE, and has successively won “Excellent Board” “Chinese Top 100 High-integrity Listed Companies”, and many other honors in the capital market.

By the end of the report, the Board of Directors is composed of eight members including three executive directors, one non-executive director and four independent non-executive directors; there are five special committees under the Board of Director, among which all the Audit Committee, the Salary and Evaluation Committee are composed of independent non-executive directors. The Supervision Committee was composed of five members including two shareholder representative supervisors and three workers' representative supervisors. The upper management is composed of ten members including one president, seven vice president, one general economists and one board secretary.

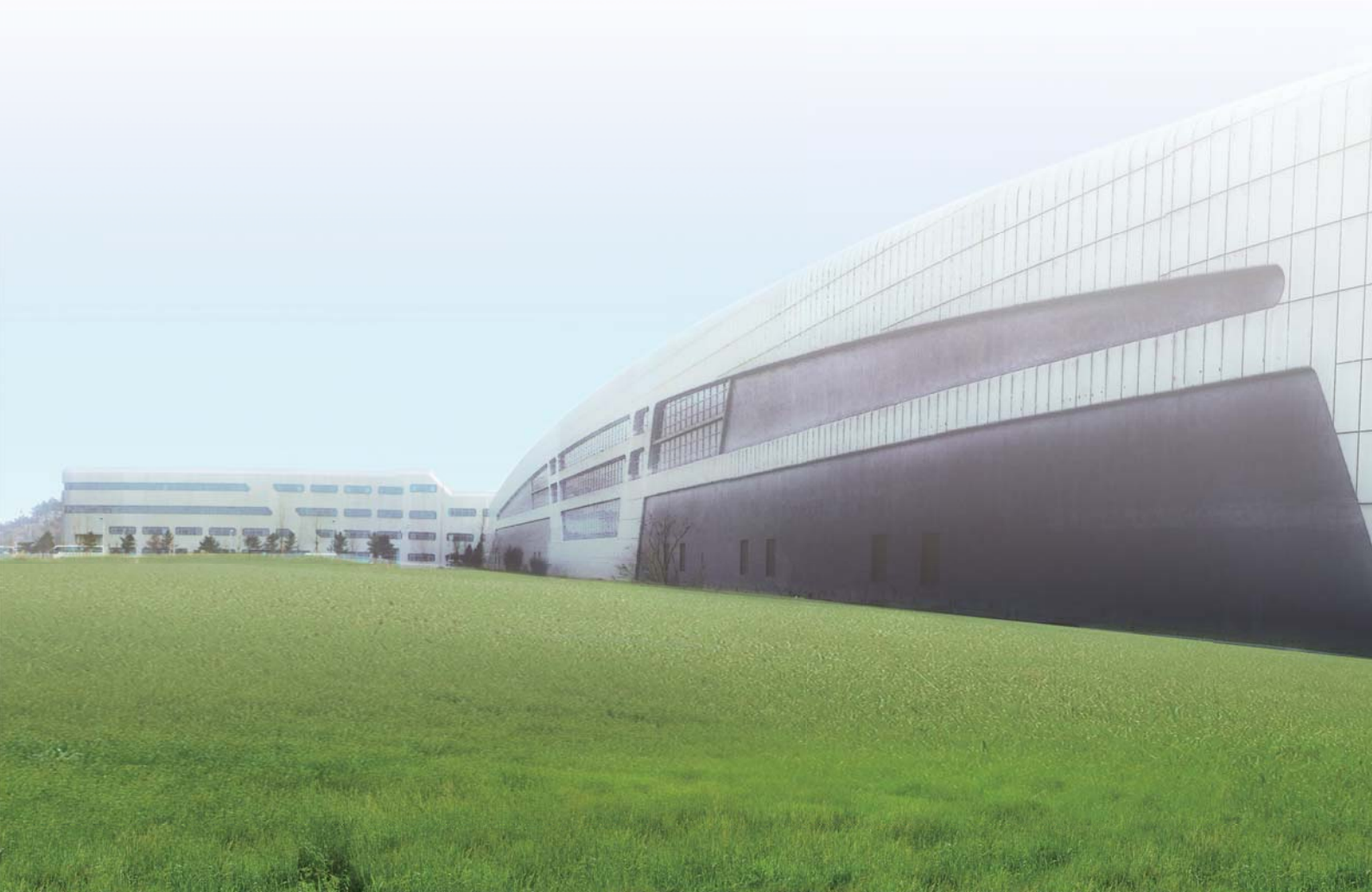


决策管理

2012年，中国中铁董事会严格按照《公司章程》、《董事会议事规则》等规章制度勤勉履职，充分发挥独立董事在公司决策执行与监督方面应有作用，不断改进工作方法和工作机制，实现股东大会、董事会及其专门委员会、监事会、经理层决策程序之间以及与信息披露程序的有效衔接；逐步加强重大决策事项前期论证、事中把关、事后监督工作力度，稳步推进对董事会决议执行情况的检查跟踪与评价工作，不断增强决策的科学性、规范性、可控性。

Decision-making Management

In 2012, the board of CREC diligently did its duty strictly in accordance with the regulations and rules such as Articles of Association and Rules of Procedure of Board Meeting, and fully played the role independent directors should have in decision-making and supervision of the company, constantly improved work method and work mechanism, realized the effective connection between decision-making procedures and information disclosure procedures of stockholders' meeting, board of directors, its committees, board of supervisors and managers, gradually enhanced the strength on the feasibility study, medium guardian and afterwards supervision of matters needed major decisions, and steady propelled inspection, tracking and evaluation work on the implementation of the resolution of the board of directors to continuously strengthen the scientificity, normalization and controllability of the decisions.



内控监督

中国中铁高度重视内控体系建设，按照《企业内部控制基本规范》要求，在完成股份公司总部及各层级企业内控体系建设的基础上，进一步将内控体系延伸至项目部层面，从项目管控基本要素出发，组织编制了《工程项目内部控制指导手册》（以下简称《手册》）。《手册》从内部控制五要素出发，设置了 13 个管理模块，编制了 95 个业务流程，基本涵盖了工程项目管控的内容。手册作为全公司工程项目内部控制体系建设的通用性模板，2013 年将在全公司各类工程项目经理部全面推广。

2012 年，公司结合企业实际，在组织开展风险管理初始信息收集和所属各单位风险评估结果的基础上，编制风险评估调查问卷，从 5 大类 76 个风险点列举出公司层面面临的风险，从风险发生的可能性和影响程度两个维度制定风险评估准则，开展了风险问卷调查，评估确定公司层面重大和重要风险，编制完成了《2012 年度全面风险管理报告》。

Internal Control Monitoring

CREC paid high attention to the construction of internal control system, in accordance with requirements in Basic Specifications for Enterprise Internal Control, further extended inner control system to project department level on the basis of the completion of inner control system construction of joint-stock company headquarters and its multiple layers, compiled Engineering Project Internal Control Guide Book (hereinafter referred to as the "Book") on the basic elements of project control. The Book discusses the five elements of internal control, sets up 13 management modules, compiles 95 business processes, generally covers the content of the engineering project control. As a general template of inner control system construction for the whole company's engineering projects, the Book will be promoted to all kinds engineering project management team of the whole company in 2013.

In 2012, in combination with its reality and based on the organization and implementation of management initial information collection and risk assessment results of all subordinate units, the company compiled the risk assessment questionnaire, listed five categories 76 risk points that the company was facing, formulated risk assessment standards from the probability and influence degree of risk, carried out risk questionnaire survey, assessed and determined the great and major risks that the company was facing and compiled the Comprehensive Risk Management Report 2012.

杰出贡献

2008年以来，我们在行业率先披露了公司每股社会贡献值。2012年，我们继续完善评估体系，采用自我统计、估算与专家评审相结合的方法研究测算了中国中铁2012年度企业社会贡献值和每股社会贡献值，供您参考。

我们的计算公式：

企业社会贡献值=盈利贡献+税费贡献+债息贡献+雇员贡献+公益贡献+其他贡献-环境负贡献-安全质量负贡献-其他负贡献。

每股社会贡献值=企业社会贡献值/总股本

近三年统计情况：

中国中铁2010年企业社会贡献值为969.96亿元，每股社会贡献值为4.55元。

中国中铁2011年企业社会贡献值为972.12亿元，每股社会贡献值为4.56元。

中国中铁2012年企业社会贡献值为1000.55亿元，每股社会贡献值为4.69元。

术语解释：

- (1) 盈利贡献：公司通过实现盈利为股东创造的价值
- (2) 税费贡献：公司为国家和地方财税缴纳的税收、费用等价值
- (3) 债息贡献：公司为债权人创造的利息等价值
- (4) 雇员贡献：公司为员工（含农民工）支付的工资福利价值
- (5) 公益贡献：包括捐款捐物在内的企业扶贫助困、奉献爱心等直接支出
- (6) 其他贡献：前述所列项以外的企业活动给社会带来的正效益评估值
- (7) 环境负贡献：企业行为对环境造成的负影响价值
- (8) 安全质量负贡献：企业安全质量事故对社会造成的负影响价值
- (9) 其他负贡献：前述所列项以外的企业活动给社会带来的负效益评估值

Outstanding Contribution

Since 2008, we took the lead to disclose the value of a share of social contributions of the company in the industry.

In 2012, we continued to improve the assessment system, researched and estimated the value of corporate social contribution value and one share value of the CREC in 2012 with the combination methods of self-statistics, estimation and expert assessments, just for your reference.

Our formula:

Corporate social contribution value = profit contribution + tax contribution + debt interest contribution+ employee contribution + the public welfare contribution + other contributions – negative contribution to the environment – negative contribution to the safety and quality – other negative contributions.

Each share of social contribution value = corporate social contribution value / total equity

The statistics in recent three years illustrated:

The corporate social contribution value of CREC in 2010 reached RMB 96.996 billion Yuan, and each share of social contribution value was RMB 4.55Yuan.

The corporate social contribution value of CREC in 2011 reached RMB 97.212 billion Yuan, and each share of social contribution value was RMB 4.56Yuan.

The corporate social contribution value of CREC in 2012 reached RMB 100.055 billion Yuan, and each share of social contribution value was RMB 4.69Yuan.

Terminological Interpretation:

- (1) Profit contribution: the value that the company has created through making profits for shareholders.
- (2) Tax contribution: the value that company has paid the state and local tax revenue, fees and others.
- (3) Debt interest contribution: the value that company has created interest and others for creditors.
- (4) Employee contribution: the value of wages and benefits paid by company for employees (including migrant workers).
- (5) Public welfare contribution: the direct expenditures of helping the poor, loving and others including donated money and things.
- (6) Other contribution: the positive benefits assessment value that corporate activities bring for the community except the above items listed.
- (7) The negative contribution to the environment: the value of corporate behaviors caused negative impact on the environment.
- (8) The negative contribution to the safety and quality: the value of corporate security quality incidents caused the negative impact on the society.
- (9) Other negative contribution: negative benefits assessment value that corporate activities bring to the society except the above items listed.

SOCIAL
RESPONSIBILITY
REPORT OF
2012
社会责任报告



改善物理环境
Improvement of Physical Environment

促进经济发展
Promotion of Economic Development

引领产业进步
Leading Industrial Progress

建设精品工程
Construction of Quality Project





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1、重庆市涪陵石板沟长江大桥工程获全国市政金杯示范工程奖

2、郑州京广快速路跨铁路立交工程

3、龙厦铁路

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4、沈阳人杰水岸项目获联合国人居署全球最佳宜居范例奖

5、深圳市民中心

改善物理环境

中国中铁有着在复杂地质、水文条件下进行各种结构的铁路、公路、桥梁、市政等工程建设的雄厚技术力量和机械装备。从塞外到南国，从东海之滨到雪域高原，从亚非欧美到南极大陆，中国中铁人怀着报效祖国，服务社会的信念，发扬“勇于跨越，追求卓越”精神，出色地完成了各个时期国家和人民交付的神圣使命，在基本建设领域留下了一串串闪光的足迹，在为人类理想而改善地球物理环境的伟大事业中做出了不俗业绩。

2012年，全公司共建设完成铁路正线铺轨（新线、复线）4896公里，电气化铁路接触网6005公里，公路1028公里（其中高速公路680公里）。新建成桥梁1350公里，隧道1021公里。

Improvement of Physical Environment

CREC has strong technical force and mechanical equipment that can be used in complex geological and hydrological conditions for the constructions of railway, roads, bridges and municipal building with various structures. From beyond the Great Wall to the southern, from the East Sea to the snow-covered plateau, from Asia, Africa, Europe and America to the Antarctic continent, CREC people with the faith of serving the country and the community, developing the spirit of "the courage to leap and the pursuit for excellence", have perfectly achieved the sacred mission that the state and people delivers during various periods, and left a string of flash footprints in the field of basic construction, making impressive performance in the great cause of improving the geophysical environment of the Earth for mankind's ideal.

In 2012, the track laying (the new line, double line) that the whole company has completed covered 4896 kilometers, the electrified railway contacting net was 6005 kilometers, the roads covered 1028 kilometers (including the expressway of 680 kilometers), the new-constructed bridge covered 1350 kilometers and the tunnel extended 1021 kilometers.

SOCIAL
RESPONSIBILITY
REPORT OF
2012
社会责任报告

促进经济发展

中国中铁努力成为国民经济发展的支柱。2012年，公司通过完成全球市场，特别是中国市场的铁路、公路、轨道交通、港口、市政、机场等基础设施建设，拉动了全球和地方经济增长，促进了经济发展和社会进步，为发展低碳经济作出了巨大贡献，不断为社会创造和积累着优质的物质财富。

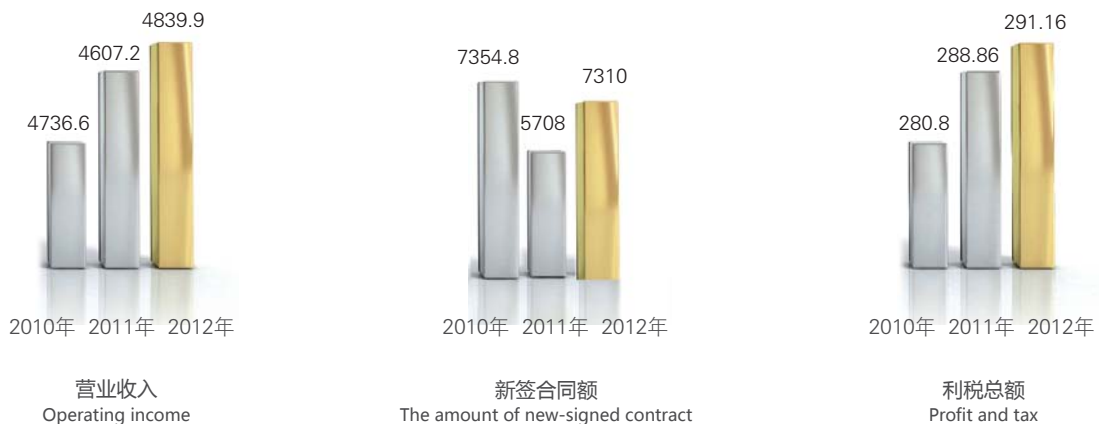
2012年，公司营业收入总额4839.9亿元，同比增长5.05%；新签合同额7310亿元，同比增长28.1%；利税总额291.16亿元，同比增长0.80%，实现归属于母公司净利润73.5亿元，平均每股收益0.345元，成为社会财富的重要创造者和社会经济发展的重要推动力量。

Promotion of Economic Development

CREC has worked hard to become the prop for the national economical development. In 2012, the company has driven the global and local economical growth and promoted the economical development and social progress through the fulfillment of the railway, highway, rail transit, port, government building, airport and other infrastructure construction in the global market especially the Chinese market, making great contribution on the development of low-carbon economy, and constantly created and accumulated quality material wealth for the society.

In 2012, the company total revenues was 483.99 billion Yuan, up 5.05%; the amount of new-signed contracts reached RMB 731 billion Yuan, up 28.1%; the total amount of total Taxes & Profits was RMB 29.116 billion Yuan, up 0.80%, net profit belonged to parent company was RMB 7.35 billion Yuan, on average each share made profits of RMB 0.345Yuan. The company has become the major creators of social wealth and an important driving force for social and economic development.

(单位：亿元)
(Unit: RMB 0.1Billion Yuan)





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- 1、正在施工的黄冈长江大桥
- 2、甘肃大剧院兼会议中心工程
- 3、高速检测列车通过哈大客运专线

引领产业进步

作为中国和世界建筑业发展的重要参与者和推动者，多年来中国中铁不仅追求自我的发展，还担当着引领行业发展的重要责任，努力实现与产业的协同共进，主要表现在扩大产业规模、带动行业自律、引领科技创新、与合作者共赢等诸多方面。

公司作为科技部、国资委和中华全国总工会授予的全国首批“创新型企业”，拥有高速铁路建造技术国家工程试验室和盾构及掘进技术国家重点实验室，拥有7个经国家认定的技术中心和21个省部认定的技术中心，并先后组建了桥梁、隧道、电气化、先进工程材料、轨道和施工装备6个专业研发中心。在高原、高速和电气化铁路，城市轨道交通、大型桥梁及隧道、高速铁路道岔、盾构设备等多个领域形成了具有自主知识产权的核心技术，“十一五”以来新增各类国家级科技进步发明奖26项、勘察设计奖24项。

资料1：截至2012年底，公司先后有549项科技成果通过省（部、直辖市）科技成果鉴定，有998项成果通过公司科技成果评审。截止目前，共荣获国家科技进步奖和发明奖94项（其中特等奖4项，一等奖13项），省部级（含国家认可的社会力量设奖）科技进步奖1586项。公司拥有有效专利2134项（其中发明专利505项），累计获国家级优秀工程勘察设计奖91项，省部级优秀勘察设计奖852项；国家级优秀工程咨询成果奖56项，省部级优秀工程咨询成果奖118项。

资料2：2012年，全公司组织评审科研成果555项，通过省（部、直辖市）级科技成果鉴定（评审）84项；授权专利632项，其中发明专利151项；完成标准编制21项，其中国标6项，行业标准15项；获省部级工法267项。

资料3：2012年，公司获国家科技进步奖3项；获中国施工企业管理协会科学技术奖66项（其中特等奖4项，一等奖31项）、中国公路学会科学技术奖7项。



Leading Industrial Progress

As the main participator and promoter of the development of Chinese and world architecture, CREC has not only pursuit for self-development for many years, but also tasked the leading of industrial progress as its important responsibility and strived to achieve joint progress with the industry, which mainly manifested in the expanding the industrial scale, driving the industrial self-discipline, leading technical innovation, win-win with partners and other aspects.

The company, as the first national "Innovative Enterprise" authorized by the Ministry of Science and Technology, the State-owned Assets Supervision and Administration Commission and All China Federation of Trade Unions, owns the national engineering laboratory for Express Railwayway construction technology and national key laboratory for shielding and tunneling technology. The company owns 7 nationally certificated technical centers and 21 provincially certificated technical centers, has successively set up 6 professional R&D centers for bridge, tunnel, electrification, advanced engineering materials, rail and construction equipments. The company has formed core technologies with independent intellectual property on plateau, high-speed and electric railway, urban rail transit, large-scale bridges and tunnels, Express Railwayway turnout, shielding equipments and many other fields. Since the "Eleventh Five-year Plan", the company has gained 26 national science and technology progress and invention awards, 24 prizes for survey and design.

Information 1: by the end of 2012, the company successively has 549 scientific and technological achievements that have passed the provincial (department and municipality levels) identification of scientific and technological achievement and 998 achievements that have passed the corporate evaluation of scientific and technical achievement. So far, the company has totally 94 national science and technology progress awards and invention (including 4 special prizes and 13 first prizes), and 1586 provincial and departmental (including prizes set by social forces recognized by the state) science and technology progress awards. The company owns 2134 valid patents (including 505 patents for invention) and totally achieved 91 national prizes for excellent project survey and design, 852 provincial prizes for excellent project survey and design; 56 national prizes for excellent project consultation achievements and 118 provincial prizes for excellent project consultation achievements.

Information 2: in 2012, the company organized the evaluation of 555 achievements in scientific research, passed 84 provincial (department and municipality levels) identifications (evaluation) of scientific and technical achievements, issued 632 patents including 151 patents for invention, finished 21 standard compilation including 6 Chinese standard and 15 industrial standard; gained 267 provincial engineering methods.

Information 3: in 2012, the company has achieved 3 national prizes for science and technology progress, 66 science and technology prizes issued by Chinese Construction Enterprise Management Association (including 4 special prizes and 31 first prizes), and 7 science and technology prizes issued by China Highway Society.



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1、京广高铁武汉动车段

2、深圳大铲湾码头荣获鲁班奖

3、北京中铁花溪渡项目

4、北京地铁十号线慈寿寺站获北京市政结构长城杯金奖

建设精品工程

2012年，中国中铁继续发扬“精心设计，绘制时代蓝图；科学施工，构筑工程精品”理念，始终把每一个施工现场管理作为一个系统，通过开展标准化工地达标活动，严把质量关口，严格执行施工工艺标准，不断提高建筑产品质量，不断丰富建筑产品内涵，通过强化管理，精益求精，立足高起点、追求高水平、坚持高标准，努力把每一项工程都建设为国际一流建筑和百年精品工程。

2012年，公司6项工程获中国建筑工程鲁班奖，分别是：深圳北站综合交通枢纽工程、甘肃会展中心建筑群项目—大剧院兼会议中心、新建铁路成都东客站及相关工程Ⅰ标段工程、新建武汉天兴洲公铁两用长江大桥正桥、深圳港大铲湾港区集装箱码头一期工程（与中交四航局联合承建）、天津市团泊新城团泊新桥工程（与天津第一市政工程有限公司联合承建）。至此，中国中铁累计有113个项目获此殊荣。

Construction of quality project

In 2012, CREC continued to carry forward the philosophy of "elaborately design to draw the blueprint for the times; scientifically construct to build quality project". The company has always made every construction site management as a system, through standardization of site compliance activities, strictly controlled quality and strictly conducted construction technology standards. The company kept improving, constantly improving the quality of construction products and constantly enriching the content of construction products. Through strengthening management and pursuing for excellence, based on a high starting point, pursuing for high level, insisting high standards, the company strived to build every project as an international first-class architecture and a fine art project.

In 2012, the company's six projects were awarded Luban Prize for China Architecture Project, respectively Shenzhen North Station Integrated Transportation Hub Project, Gansu Convention Center Architectural Complex Project—the grand theatre and conference center, Newly-built Railway Chengdu East Station and the relevant project I section, Newly-built Wuhan Tianxingzhou Rail-Road Yangtze River Main Bridge, Shenzhen Port Dachan Bay Port Container Terminal Phase I (constructed jointly with CCCC Fourth Harbor Engineering Co., Ltd), Tianjin Tuanbo Xincheng Tuanbo New Bridge Project (constructed jointly with Tianjin No.1 Municipal Engineering Co., Ltd.). Till now, CREC has accumulated 113 projects awarded with this prize.



科学发展
Scientific
Development

诚实守信 依法经营

Honesty and Trustworthiness & Management according to Law

精益求精 持续改进

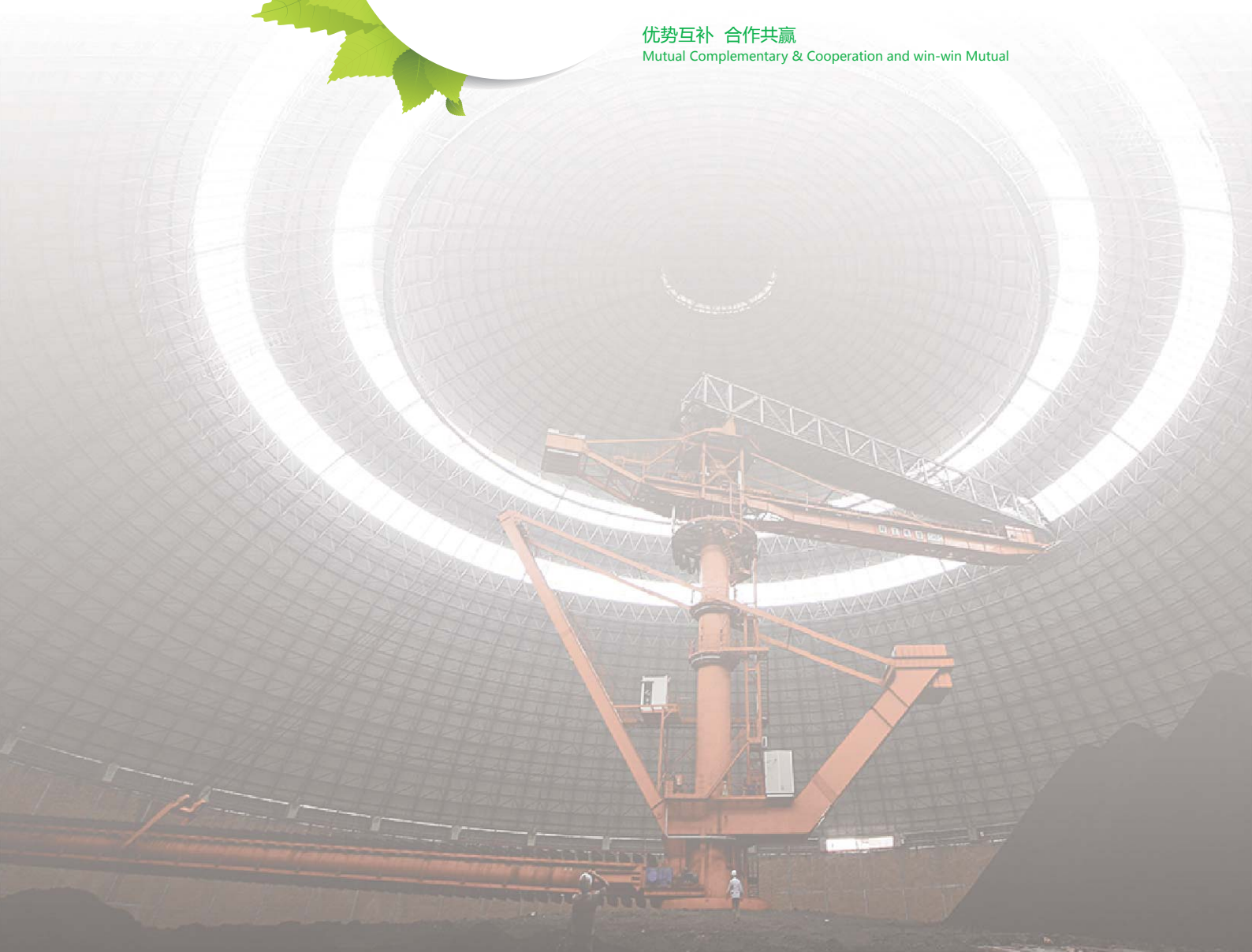
Pursuit for Excellence & Continuous Improvement

依靠科技 鼓励创新

Depending on Science and Technology & Encourage of Innovation

优势互补 合作共赢

Mutual Complementary & Cooperation and win-win Mutual





郑州地铁2号线顺利贯通



企业信用等级证书

诚实守信 依法经营

2012年，公司在市场经营开发工作中，严格贯彻执行《招标投标法》，全年参与数百次投标，无不良经营行为。在施工生产环节，加强组织领导，统筹资源安排，推进项目扁平化、精细化管理，全面推广铁路工程“架子队”管理模式，优化施工组织方式和劳动用工方式，全面兑现了各项合同承诺。

资料1:2012年，中铁五局被评为中国AAA企业信用等级，中铁建工集团被评为第二届全国交通企（事）业法治工作先进单位，中铁一局、中铁八局、中铁十局、中铁大桥局等分别被评为省级守合同重信用企业。

资料2：2012年，全公司如期保证了哈大高铁、京石高铁、石武高铁、南疆铁路、湘桂铁路、北京地铁15号线11标、成都地铁4号线、成都地铁3号线2标、深圳市轨道交通11号线BT项目、昆明轨道交通3号线延长线、广州市轨道交通7号线一期、玉蒙电气化工程和乌苏大桥等一批重点工程相继建成使用。

Honesty and Trustworthiness & Management according to Law

In 2012, CREC has strictly implemented the Bidding Law during the market exploring and operating, taken part in hundreds of biddings all year around, without one case of unhealthy operating behavior. In the construction and production procedure, the company has intensified the organizational management, made overall resources arrangement, promoted the project plat and delicacy management, spread the railway project "Shelf Team" management model, optimized the construction organizing method and labor employing method, completely fulfilled the promise of each contract.

Information 1: in 2012, CREC No.5 was awarded China AAA Credit Enterprise; CRCEG was honored as advanced unit in the second national transportation enterprise (institution) legal work; and CREC No.1, CREC No.8, CREC No.10 and MBEC were respectively awarded Provincial Credit Enterprise.

Information 2: in 2012, the whole company ensured the completion and use of a group of major projects including Harbin-Dalian Express Railway, Beijing-Shijiazhuang Express Railway, Shijiazhuang-Wuhan Express Railway, Southern Xinjiang Railway, Hunan-Guangxi Railway, Beijing Subway Line 15 bid 11, Chengdu Metro Line 4, Chengdu Metro Line 3 bid 2, Shenzhen Rail Transit Line 11 BT Project, Kunming Rail Transit Line 3 Extending Line, Guangzhou Rail Transit Line 7 Phase I, Yumeng Electrification Project and Wusu Bridge, etc.



合肥市金寨路高架桥新增匝道工程

精益求精 持续改进

2012年，中国中铁始终坚持“精益求精，持续改进”总体思路，坚持以人为本的理念，以对国家、对人民、对企业高度负责的态度，不断完善制度、夯实基础。

2012年，中国中铁按照发展规模和承担任务特点，加强和规范各级组织机构建设和人员的配备，从行业、地域进行拓展，以永不满足的进取意识，敢于挑战的创新精神不断提高管理水平。

资料：2012年，公司不断完善安全质量管理体系，全面加强二、三级公司安全质量稽查队伍建设与管理，进一步规范稽查队伍人员结构、工作制度、工作职责；继续加强资金集中管理、物资和大型设备集中采购与调配；将外协队伍纳入集中管理，促进了施工生产，提高了施工管理受控水平。



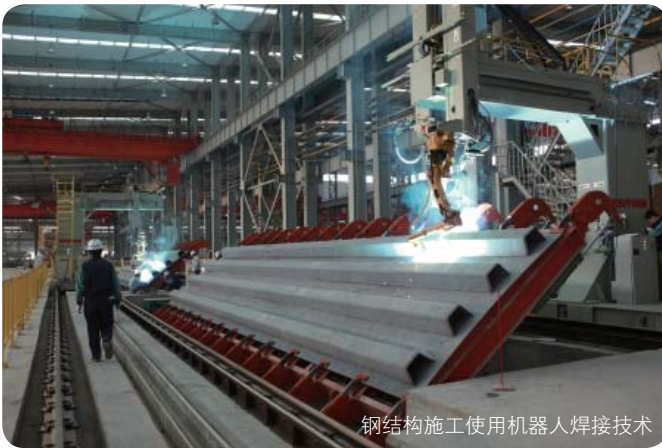
沪昆铁路客运专线浙江段施工

Pursuit for Excellence & Continuous Improvement

In 2012, CREC has constantly adhered to the general idea of "Pursuit for Excellence and Continuous Improvement" and the concept of people first, continuously improved the system and laid solid foundation with the attitude of being obligate to the state, people and enterprise.

In 2012, CREC, based on the characteristics of the development scale and task, strengthened and normalized the construction of organizational institutions at all levels and personnel allocation, explored from the industrial and geological ranges and constantly enhanced the management level with the never satisfied pioneering consciousness and creative spirit of daring to challenge.

Information: in 2012, the company has constantly improved the safety quality management system, comprehensively strengthened the construction and management of safety quality inspection team of level 2 or 3 companies, further normalized the personnel structure, working system and working responsibilities of the inspection team. The company has constantly strengthened the centralized capital management, centralized purchasing and allocation of material and large-scale equipments, included the outsourcing team into the centralized management, promoted the construction process and enhanced the construction management control level.



钢结构施工使用机器人焊接技术

依靠科技 鼓励创新

2012年，中国中铁认真贯彻落实国家关于“自主创新，重点跨越，支撑发展，引领未来”的科技工作指导方针，坚持“科技兴企”的发展战略，认真实施公司“十二五”科技发展规划，完善企业创新制度，加速培养企业创新团队，增强企业自主创新能力，实施企业知识产权战略，取得了一大批拥有自主知识产权、国际先进、国内领先的科技成果，有力地提升了企业核心竞争力。

2012年，公司围绕客运专线、高速铁路等国家重点工程建设，组织开展关键技术科技攻关，在理论基础、设计标准、施工验证、成套设备研制等方面开展研究，攻克了一系列关键技术难题，进一步增强了企业科技创新能力。2012年，全公司新开科研项目1364项，研发经费64.18亿元。目前承担的在研国家重点科研项目共19项，获国家资助7737万元。2012年，公司共获得国家科技进步奖3项，省部级（含国家认可的社会力量设奖）科技进步奖334项，省部级优秀工程勘察设计奖56项，省部级优秀工程咨询成果奖16项。

资料1：2012年，公司以港珠澳大桥、沪通铁路长江大桥、武汉鹦鹉洲大桥、虎门公铁两用桥、琼州海峡跨海工程、成兰铁路、合福铁路、吉图珲客专、围海造地工程、广州地铁、南京地铁等重大重点工程为依托，重点研究解决大跨度钢桁梁桥全焊接技术及工艺、长距离、高精度跨海工程测量技术、隧道防坍塌预报预警监测技术、城市轨道交通数字化通信电流保护技术、围海造地淤泥固化施工技术及相关设备的研制、超大断面矩形盾构的研制等关键技术及设备。完成的《盾构装备自主设计制造关键技术及产业化》和《京津城际铁路工程》获国家科技进步一等奖。

资料2：2012年，中铁一局等13家单位获中国施工企业管理协会科技创新先进企业；中铁一局李昌宁等22人获中国施工企业管理协会科技创新先进个人；3项成果获财政部中央建筑施工企业优秀科技成果项目奖，其中一等奖1项，二等奖1项，三等奖1项。



全国首例高速铁路道岔施工

Depending on Science and Technology & Encourage of Innovation

In 2012, CREC carefully implemented the national guidance for scientific and technical works of "independent innovation, key spanning, supportable development and leading the future", adhered to the developmental strategy of "developing the enterprise through science and technology", carefully implemented the company's "Twelve Five-year" scientific and technical plan, improved the enterprise innovation system, speeded up the cultivation of enterprise innovation team, intensified the enterprise independent innovative capability, implemented the enterprise intellectual property strategy, achieved a number of internationally advanced and domestically leading scientific and technical results with independent intellectual property and vigorously enhanced the enterprise core competitiveness.

In 2012, the company, around the construction of passenger special line, Express Railwayway and other national key projects, organized to make breakthrough on key science and technology, has conducted researched on theoretical basis, design standard, construction verification, set equipment preparation and other aspects, overcome a serious of key technical problems and further enhanced the enterprise scientific and technical innovation capability. In 2012, the company started 1364 new opening research projects with RMB 6.418 billion Yuan R&D funds. At present, the company has undertaken 19 national key scientific research projects and obtained government-funded RMB 77.37million Yuan. In 2012, the company gained 3 national prizes for science and technology progress, including 334 provincial (including nationally recognized non-governmental awards) prizes for science and technology progress, 56 provincial prizes for excellent project survey and design and 16 provincial prizes for excellent project consultation achievements.

Information 1: in 2012, based on major and key projects such as Hong Kong-Zhuhai-Macau Bridge, Shanghai-Nantong Railway Yangtze River Bridge, Wuhan Yingwuzhou Bridge, Humen Rail-Road Bridge, Qiongzhou Strait Cross-Sea Project, Chengdu-Lanzhou Railway, Hefei-Fujian Railway, Jituhui Passenger Rail Line, Sea Reclamation Project, Guangzhou Metro and Nanjing Metro, etc., CREC focused on the research of large-span steel truss girder bridge full welding technique and process, long-distance high-precision cross-sea project measuring technique, tunnel collapse-prevention forecasting and early warning monitoring technique, urban rail transit digital communication current protection technique, sea reclamation sludge solidification construction technique and key equipment development, ultra-large cross-section rectangular shield development and other key techniques and equipments. The Shield Equipment Independent Design and Manufacturing Key Techniques and Industrialization and Beijing-Tianjin Inter-City Railway Project which have been completed are awarded the first prize of National Scientific and Technological Progress Award.

Information 2: in 2012, 13 units including CREC No.1 were honored as advanced technological innovation enterprises by China Association of Construction Enterprise Management; 22 researchers in CREC No.1, including Li Changning, were honored as advanced technological innovation individuals by China Association of Construction Enterprise Management; 3 achievements were awarded the central construction enterprise outstanding scientific and technological achievement project by the Ministry of Finance, including 1 first prize, 1 second prize and 1 third prize.



董事长李长进等公司领导见证银企合作协议签字仪式

优势互补 合作共赢

中国中铁十分重视与国内外企业和各类组织的战略合作及产业链整合，并关注其在产品、服务、用工、人权、信誉等方面的表现。公司与各级政府、高校、社会组织、金融机构、相关企业在人才培养、资金管理、施工生产、材料供应、文化构建、科技创新、战略发展等方面，建立了广泛的战略联盟和密切的合作关系，促进了多方优势互补，实现了资源共享与协同发展。

2012年，中国中铁积极推行物资集中采购工作，根据工程项目分布情况，按全国七大区域建立了全国定点供应商区域网络。初步形成了覆盖全国的施工项目的资源区域供应网络，为工程项目实行物资集中采购提供了有力保障。

资料1：2012年，公司与武钢、包钢、攀钢集团签署了战略合作协议，为非洲铁路铺轨项目提供钢轨供应；与中天钢铁集团建立了战略合作关系，为华东区施工项目提供钢材供应；与韶钢、裕丰钢铁签署了战略合作协议，为华南地区施工项目提供钢材供应；与河北钢铁集团、冷水江钢铁签署了战略合作协议，为华北、华中地区施工项目提供钢材供应；与川威集团、龙门钢铁集团建立了战略合作关系，为西北区域施工项目提供钢材供应；与中国建材、海螺水泥、天瑞水泥、冀东海天水泥建立了战略合作关系，为全国各地施工项目提供所需各类水泥。

资料2：公司统计施工所需的桥梁支座、隧道防水材料、路基土石方施工材料等物资类别，建立了120多家遍布全国各地的合格供应商名录，形成了各类辅助材料的生产供应渠道。

Mutual Complementary & Cooperation and Win-win

CREC pays great attention to domestic and foreign enterprises and various organizations of the strategic cooperation and integration of industrial chain and cares about its performance of products, services, labor, human rights and reputation. With all levels of government, universities, community organizations, financial institutions and related companies, CREC establishes a broad strategic alliance and close partnership to promote the multi-advantages and resource sharing and coordinated development on personnel training, fund management, construction production, material supply, cultural construction, technological innovation, strategic development and other aspects.

In 2012, CREC actively carried out materials centralized purchasing and established national fixed-location supplier regional networks in seven major regions around China according to the project distribution, initially formed construction projects' resource regional supply network covering the whole country and provided strong guarantee for project to implement materials centralized purchasing.

Information 1: in 2012, CREC signed strategic cooperation agreements with WISCO, Baotou Steel Group and Pangang Group, supplied steel rail for Africa's railway track laying project; established strategic cooperative relation with Zenith Steel Group, supplied steel for construction projects in East China; signed strategic cooperation agreements with Shaoguan Iron & Steel and Yufeng Iron & Steel, supplied steel for construction projects in South China; signed strategic cooperation agreements with Hebei Iron & Steel Group and Lengshuijiang Iron & Steel, supplied steel for construction projects in North China and Central China; established strategic cooperative relations with Tranvic Group and Longmen Iron & Steel Group, supplied steel for construction projects in Northwest China; established strategic cooperative relations with China National Building Materials, Conch Cement, Tianrui Cement and Jidong Haitian Cement and supplied all kinds of cement required by construction projects around China.

Information 2: CREC made statistics of the categories of waterproofing materials for bridge bearing and tunnel and subgrade earthwork construction materials, etc., set up the a list of more than 120 qualified suppliers across the country and formed the production and supply channels of all kinds of auxiliary materials.



安全监管
Safety
Management

完善管理体系
Improvement of the Management System

落实保障措施
Implementation of Safeguard Measures

加大安全教育
Increase of Safety Education

关注职业健康
Concerns about the Occupational Health





群众安全员工作



安全质量宣誓签名

完善管理体系

中国中铁始终将“保持安全生产的稳定局面，为社会提供安全优质的建筑产品，为公众提供安全愉悦的周边环境，为员工创造安全健康的工作条件”作为履行社会责任的重要方面。在长期的施工生产和项目管理的过程中，形成了一整套完善的安全管理体系，包括了安全生产责任制、防治重大事故、安全投入、安全教育、安全管理和安全督查、安全考核及奖惩等方面，并形成了一套较为成熟的安全管理观和安全工作方针、原则及安全管理目标。

中国中铁安全观：隐患险于明火，防范胜于救灾，责任重于泰山。

安全管理工作方针：安全第一，预防为主，综合治理。

安全管理工作原则：统一领导、落实责任、分级管理、分类指导、全员参与。

安全管理目标：建设本质安全型企业。

2012年，全公司牢固树立以人为本、安全发展理念，深入贯彻落实中央有关安全生产工作文件和会议的重要精神，紧紧围绕公司中心工作，强化层级管理，狠抓责任落实，夯实基础管理，深化监管工作，安全生产形势与工程质量安全可控，工程质量创优工作成效显著，环境保护和职业健康工作有序推进。

Improvement of the Management System

CREC is constantly taking "to maintain stable condition of safe production, to provide the society with safe and good-quality architectural products, provide the public with pleasant environment and create safe and health working condition for the staff" as the most important aspect of social responsibility for the enterprise. In the long-term construction production and project management process, CREC formed a complete set of perfect safety management system, including the safe production responsibility system, prevention of major accidents, safety input, safety education, safety management and safety inspection, safety assessment, rewards and punishments and so on, and also formed a more mature safety management concept and safety policies, principles and safety management objectives.

CREC Security Concept: hidden dangers in the fire, prevention is better than disaster relief, and responsibility is extremely heavy.

Safety management policies: safety first, prevention as main and comprehensive management.

Safety management principles: unified leadership, responsibility, classification management and guidance, full participation.

Safety management objectives: building of intrinsic safe enterprise.

In 2012, the whole company firmly established the concept of people first and safe development, thoroughly implemented the Central important spirits of documents and meetings relevant to safety production work, closes around the corporate central work, strengthened the level management, focused on implementation of responsibilities, put the basic management into practice and deepened the supervision work. The safety production trend and project quality safety were controllable; the project quality excellence creating work achieved obvious effect, the environmental protection and occupational health work were promoted orderly.



公司总裁白中仁现场检查安全生产工作

落实保障措施

2012年，公司全面加强企业生产安全监督管理，完善安全标准，提高技术水平，夯实生产安全基础，健全规章制度，认真落实“一岗双责，岗岗有责”的全员安全生产责任制和工程质量终身负责制，努力做到制度落实到位、风险管理到位、过程控制到位、铁腕治安全到位。

2012年，公司研究制定企业安全生产中长期规划和完善规章制度。研究制定和印发了《中国中铁股份有限公司安全生产“十二五”规划》，组织修订《安全质量责任事故追究办法》、《环境保护管理办法》、《优质工程评选办法》等管理文件。组织开展安全质量大检查和铁路项目常态化稽查，逐级推动开展了高频次的定期安全质量检查和隐患排查整改工作，纠正违规违章，规范作业行为，有力地促进了项目安全质量管理工作。推进安全生产标准化建设工作，制定了《中国中铁股份有限公司安全生产标准化建设工作指导意见》。

资料：长期以来，公司及所属企业坚持每年、各项目逐级签订安全质量责任书，通过指标量化，层层分解，将安全生产责任、目标、任务落实到各级“一把手”，使“一岗双责、岗位有责”的安全生产责任得到有效落实。分别与各子公司法定代表人、分公司总经理、直属指挥部指挥长签订了《安全质量责任书》。

Implementation of Safeguard Measures

In 2012, the company comprehensively strengthened the enterprise production safety supervision and management, improved the safety standards, enhanced technical level, put the production safety basis into practice, improved rules and regulations, carefully implemented the whole-employee production responsibility system of “two responsibilities for one position and every position has responsibilities” and project quality lifelong responsibility system, strived to put the system, risk management, process control and strong safety control into practice.

In 2012, CREC studied and formulated enterprise safety production medium and long-term planning and improved its rules and regulations; studied, formulated and issued the “Twelfth Five-year” Plan of Safety Production of CREC, organized the amendment of the Investigation Measures on Safety Quality Accountability Accidents, Administrative Measures on Environmental Protection and High-quality Project Selection Methods, etc.; organized safety quality major inspection and railway project normalized inspection, step by step promoted and carried out high-frequency regular safety quality inspection and hidden trouble elimination and improvement work, corrected violation, specified acts of practice, effectively promoted project safety quality management work; advanced safety production standardized construction work and formulated the Guidance on Safety Production Standardized Construction Work of CREC.

Information: For a long time, the company and its subsidiary enterprises have constantly insisted on signing safety production responsibility books level by level for each project, through the quantification of indicators to decompose the responsibility to put the safety production responsibility, goal and task into practice to “the top leader” in each level, so that make an effective practice of the safety production responsibility of “Double responsibility in one position, responsibility existing in every position”. Legal representative and general managers of all subsidiaries and direct commander of command post have respectively signed the Safety Production Responsibility Book.



消防应急预案演练



工地开展安全法普法活动

加大安全教育

2012年，公司加大安全教育投入，广泛开展了多种形式的安全教育活动，利用报纸、网站、宣传栏、有线电视、下发光盘等媒介和手段，开展安全生产宣传教育。将竞赛答题活动与“安全生产月”和“一岗双责”主题教育活动相结合，将教育培训内容与现场重大危险源、施工进度及季节性安全管理相结合，掀起“学安全，懂安全，会安全”的学习高潮。2012年6月1日上午9时，总部200余人全公司6000多个项目经理部、约29万职工和近200万劳务作业人员同时开展了安全质量宣誓活动。

资料：2012年，中铁航空港先后对其13个子、分公司所属的112个项目进行了147次稽查，全年未发生安全质量事故，一次验收合格率100%。

Increase of Safety Education

In 2012, the company increased the investment on safety education, broadly carried out kinds of safety educational activities, propagandized the safety production education through media and means like newspaper, websites, billboards, cable TV, DVD delivering and others. The company combined the answer knowledge contest with the subject educational activity of “monthly production safety” and “double responsibility in one position”, combined the educational training content with on-site great danger sources, construction progress and quarterly safety management, ignited the climax to “learn safety, know safety and work safely”. At 9:00 am, June 1, 2012, more than 200 people of the headquarters, as well as the manager department of more than 6000 projects of the whole company, about 290,000 employees and meanwhile 2 million labors were carrying out the safety quality pledge activity.

Information: in 2012, China Railway & Airport Construction made 147 inspections of 112 projects undertaken by its 13 subsidiaries and branches. No safety quality accident throughout the year happened and the first-pass acceptance rate was 100%.

SOCIAL
RESPONSIBILITY
REPORT OF
2012
社会责任报告

关注职业健康

2012年，中国中铁继续秉持“以人为本、安全发展”的管理理念，强调“本质安全、长治久安”，高度重视员工身心健康。全公司进一步完善员工健康档案，定期组织员工体检，为员工办理职业伤害保险，开展《工作场所职业卫生监督管理规定》宣传工作，开展健康讲座，引导员工和企业共同做好职业危害源头控制，积极配合相关部门做好职业危害科学防治。持续构建完善的培训体系、科学的激励体制和人性化的福利制度，定期举行各类文体活动，促进员工不断成长，保障员工身心健康。

在工程现场，加大资金投入力度，改善员工工作环境，不断完善现场防尘、降噪及安全设施，加强作业场所所有有毒有害气体、粉尘、噪声的检测和治理，为作业人员提供符合安全卫生标准的劳动保护设施和个人防护用品，最大程度地减少职业危害，积极为员工创造安全、卫生、舒适、和谐的工作环境。

资料：中铁二局在职代会上签订《女职工权益保护专项集体合同》给女职工以特殊保护，坚持每年组织全体女职工进行全面体检和妇科及乳腺健康专项检查，给予女职工劳动保护费用，对从事有毒有害作业的女职工定期进行职业健康检查。



Concerns about the Occupational Health

In 2012, CREC continued to adhere to the management concept of “people first and safe development”, focused on “Intrinsic Safety and prolonged stability”, highlighted the staff’s physical and mental health. The whole company further improved the staff health archives, regularly organized staff physical examination, paid occupational injuries insurance for the staff, developed the requirements in the Workplace Occupational Health Supervision and Management Measures. The company also held healthy lectures to lead the staff to control the source of occupational hazard jointly with the enterprise and actively coordinated with relevant departments to carry out the scientific prevention of occupational hazards. The company highlighted the personal growth and spiritual-cultural needs of the staff, constantly established and improved the training system, scientific motivation system, and humanized welfare system, regularly held all kinds of academic activities to promote the continuous growth.

On the construction site, the company continued to increase fund investment, improve staff’s working conditions, constantly improve the site dustproof, noise reduction and safety facilities, enhanced the inspection and treatment of all noxious gas, dust, noise in the workshop, provided the personnel with working protection facilities and personal protecting materials to meet the safety and sanitation standards, maximally minimized the occupational hazards, and actively created the safe, clean, comfortable and harmonious working environment for the staff.

Information: CREC No.2 signed the Collective Contract for Special Protection of Female Employees’ Rights and Interests in workers congress to provide special protection for female employees. Every year, it organizes all female employees to receive comprehensive medical check, gynecological and breast health check, gives female employees labor protection fee and organizes female employees engaged in toxic or harmful work to receive regular occupational health check.



节约能源物资
Thrifty of Energy Material

减少污染排放
Reduction of Pollution Discharge

坚持环境治理
Persistence on Environment Governance

保护自然生态
Protection of Natural Ecology





开展节能环保宣传活动

节约能源物资

2012年，公司大力推进节能减排，坚持节约优先方针，秉承节约能源宗旨，完善三大体系，严格贯彻执行能源管理体系（GB/T2331-2009）标准要求，把建立资源节约型、环境友好型企业作为目标，组织实施公司“十二五”节能减排规划，大力推行绿色施工、绿色制造、绿色设计、绿色开发和绿色办公，发展低碳经济。加大节能减排经费投入和技术攻关力度，推广应用节能减排技术和产品，大力开展节能技术改造，公司能效水平不断提高，圆满完成国资委节能减排考核目标。公司2个项目获“全国建筑业绿色施工示范工程”称号。

资料1：中铁隧道集团兰渝铁路西秦岭隧道工程XQLS2标加大节能减排技术攻关和改造力度，大力推广新设备、新材料、新技术和新工艺，以技术革新来降低能耗，提高单位能耗产出率。实现节电80万千瓦时、节油240吨，节约成本2100万元，节省工期15个月。

资料2：中铁上海局晋陕黄河特大桥通过技术创新和优化技术方案，节能减排成效显著，节约钢材2100吨，节约水泥55000方，节地560亩，节电30万千瓦时，节约成本1600万元。

资料3：中铁一局云桂铁路石林隧道工程通过优化施工方案，对通风机实施节能技术改造，开展节能活动分析，项目资源能源节约明显，节地166亩，节约钢筋80吨，节约用电300万千瓦时。

Thrift of Energy Material

In 2012, CREC energetically carried out technical tackle on energy saving and emission reduction, adhered to the objective of energy saving and emission reduction, improved three great systems, strictly implemented the standards requirements of Energy management system (GB/T2331-2009), took the establishment of energy saving and environmental friendly enterprise as the purpose, organized the implementation of "Twelfth Five-year Plan" energy saving and emission reduction programming of the company, energetically carried out green construction, green manufacturing, green design, green exploration and green office, and developed low carbon economy. It also increased the financing investment in energy saving and emission reduction and technical tackle strength, promoted and applied energy saving and emission reduction technologies and product. The company's energy efficiency level has constantly enhanced and the enterprise has completed SASAC energy saving and emission reduction objective. Two projects of the company have won the title of green construction demonstration project in national construction industry".

Information 1: CTG Lanzhou-Chongqing Railway West Qinling Tunnel Project bid XQLS2 strengthened the energy conservation and emission reduction technological breakthrough and transformation efforts, energetically promoted introduce new equipment, new materials, new technology and new process, reduced the energy consumption by technological innovation and improved unit energy consumption output. As a result, the power was 800,000 KWH, fuel saved 240 tons, cost saved 21 million and construction period saved 15 months.

Information 2: through technical innovation, technical scheme optimization and effective energy saving and emission reduction, CREC Shanghai Shanxi-Shaanxi Huanghe River Super Bridge saved 2100 tons of steel, 55000 cubic meters of cement, 560mu of land, 300,000 KWH of power, and RMB 16 million of cost.

Information 3: CREC No.1 Yungui Railway Shilin tunnel project, through optimization of construction scheme, implemented ventilator energy-saving technological transformation and carried out energy saving activity analysis, thus the project saved significant resource and energy, including 166mu land, 80 tons of rebar, 3 million KWH of power.



绿色建筑二星标识证书

减少污染排放

2012年,公司坚持保护优先方针,秉承减少排放宗旨,采取防治结合措施,环境保护取得成效。施工企业积极推行节能减排标准化工地建设,推广应用新技术、新工艺和新设备,大大提高了能源利用效率,降低了污染物的排放;同时加大了技术改造和淘汰落后设备力度,减少了废气、废液的排放,充分利用废渣等废弃物。工业企业加大了技改力度,废水、废气、固体废弃物(三废)综合治理率达到95%以上;“三废”排放达标率及固定锅炉废气排放达标率达到80%以上。公司承建的合福铁路长临河制梁场获“国家重点环境保护示范工程”称号。2012年全公司无环境责任事故及节能减排重大违规违纪事件,排放污染物均达到国家和所在地相应排放标准,圆满完成了国家和国资委的年度考核目标。

资料1: 中铁宝桥实施锅炉脱硫工程,采用“高效雾化旋流喷淋脱硫塔”烟气脱硫技术,对供热锅炉房2台20t/h蒸汽锅炉和2台10t/h蒸汽锅炉烟气进行脱硫处理,锅炉烟气脱硫效率达到95%,同时减少50%的烟气排放量,极大地保护了环境。

资料2: 中铁八局昆明枢纽站前1标工程通过技术创新,把建筑垃圾粉碎后进行路基填料配合比设计,利用城市建筑垃圾108万方,减少了取土场和建筑弃渣场的征用,节约用地160亩,保护了生态环境,实现了循环经济。

Reduction of Pollution Discharge

In 2012, the company insisted on the policy of protection priority, inherited the purpose of emission reduction and adopted the measure of combining prevention with treatment, thus environmental protection has been achieved. Construction enterprises actively promoted the energy saving and emission reduction standardized construction site construction, promoted and applied new technologies, processes and equipments, greatly increased the efficiency of energy use and reduced the pollutant emission. At the same time, the company also increased the strength on technical renovation and elimination of the backward equipments, reduced the discharge of waste gas and wastewater and fully utilized the waste residue and others. The industrial enterprises increased the strength of technical renovation, and the comprehensive treatment rate of waste water, waste gas and solid waste (three wastes) have reached over 95%. The discharge standard rate of "three wastes" and fixed boiler waste gas discharge standard rate reached over 80%. Changlinhe yard for beam precasting along the Hefei-Fuzhou railway build by CREC has won the title of "national major environmental protection demonstration project". In 2012, there was no environmental liability accident or great principle breach events on energy saving and emission reduction; the pollutant discharge reached both relevant national and local discharge standards and the company has successfully achieved the annual evaluation objectives assigned by the state and the SASAC.

Information 1: China Railway Baoqiao Bridge implemented boiler desulfurization project. It adopted the flue gas desulfurization technology of "high-efficiency atomizing swirling spray desulfurizer" to desulfurize the flue gas produced by 2 × 20t/h steam boilers and 2 × 10t/h steam boilers in heating boilers house. The desulphurization efficiency of boiler flue gas reached 95%, flue gas emissions was reduced by 50%, effectively protecting the environment.

Information 2: CREC No.8 Kunming junction station bid 1 project, through technical innovation, used crushed construction waste for roadbed filling according to mix design, used 1.08 million cubic meters of urban construction waste, reduced the acquisition of soil-taken field and spoil disposal area, saved 160mu land, protected the ecological environment and realized recycling economy.

SOCIAL
RESPONSIBILITY
REPORT OF
2012
社会责任报告



绿色工地



高墩施工注重生态保护

坚持环境治理

在环境治理方面，中国中铁把实现人与自然的和谐体现在每一项工程中，建立了自上而下、全面监控的绿色环保管理体系，积极做好生态环境的保护工作。公司各项目部坚持“建优质工程，创文明生态”原则，落实公司高标准的环境保护和水土保持措施，把“工程质量和环保水保双优”作为奋斗目标，努力实现优质工程与优美环境的高度和谐统一。

资料：2012年，中铁六局结合企业实际，通过细化分解量化考核指标、开展节能减排业务人员培训、加强节能减排知识宣传、深化标准化工地建设、提升管理手段和信息化水平等措施，实现了万元营业收入综合能耗0.044吨标准煤的指标。

Persistence on Environment Governance

On environment governance, CREC embodied the harmony of man and nature into every project, established the top-to-bottom and all-around monitoring green environmental protection management system and actively implemented the ecological environment protection work. Each project department of the company insisted on "construction of excellent quality projects, creation of civilized ecology" principle, implemented company's high standard environmental protection and soil conservation measures and regarded "project quality and double excellence of environmental protection and water conservation" as its goal to strive to achieve the high degree of harmony and unity between excellent quality project and beautiful environment.

Information: in 2012, CREC No.6 achieved the indicator of comprehensive energy consumption of 0.044 tons of standard coal for RMB ten thousand of operating revenue by breaking down and quantifying assessment indicator, carrying out energy saving and emission reduction business training, strengthening the publicity of energy saving and emission reduction knowledge, deepening standardized site construction, enhancing the management means and information level and other measures based on the enterprise situation.



西安曲江新区观光轻轨工程

保护自然生态

中国中铁始终致力于生态环境的保护工作，项目工程开工前，组织专业人士认真进行生态环境保护方面的评估，制定切实有效的保护方案，做到生态环境与工程建设同步规划，同步实施。施工过程中增加生态保护的投入，使用环保设备、改进施工工艺和优化施工方案，减少对水、大气、植被和生物的影响。全年未发生生态环境事件。

资料：2012年，中铁九局安排节能减排预算1001.5万元，预算完成1085.78万元。全局工程施工严格遵守国家和地方政府的环保要求，实现施工污水排放控制达标率100%。施工扬尘控制达标率100%。施工噪声污染控制达标率100%，施工固体废弃物排放控制达标率100%。

Protection of Natural Ecology

CREC has always committed to the ecological environment protection, before the project starting, CREC organized professional personnel to evaluate the ecological environmental protection situations carefully, formulized practical and effective protection program, planed and implemented the ecological environment with the project construction synchronously. In the construction progress, CREC increased the investment in ecological protection, applied environmental protection environmental equipments, improved ecological processes and optimized construction program, thus reduced the impact on water, gas, vegetation and live beings. No ecological destruction occurred throughout the year.

Information: in 2012, CREC No.9 budgeted RMB 10.015 million for energy saving and emission reduction, and completed budget of RMB 10.8578 million. The construction of the whole group strictly abided by the environmental requirements of state and local governments and realized 100% construction sewage control success rate, 100% construction dust control success rate, 100% construction noise pollution control success rate and 100% solid waste emissions control success rate.



员工发展

Staff
Development

维护员工权益
Maintenance of Staff's Rights and Interests

促进员工成长
Promotion of Staff's Growth

实行五同管理
Implementation of "Five Same" Management

加强三工建设
Reinforcement of Three Projects Construction



维护员工权益

中国中铁高度重视员工权益维护，支持男女平等。通过依法签订劳动合同，建立科学的薪酬管理制度，维护职工合法权益。

劳动合同管理

公司认真贯彻落实《劳动法》、《劳动合同法》，规范劳动用工和劳务派遣管理，职工劳动合同签订率100%。公司制定下发了《加强农民工管理工作的指导意见》，培育长期稳定的农民工队伍、积极维护农民工的合法权益。

员工薪酬管理

中国中铁建立了员工工资正常增长和保障机制，不断完善全员绩效考核制度，员工的绩效工资与绩效考核结果和企业效益挂钩。公司坚持在涉及员工切身利益的收入分配重大事项上，充分征求广大员工意见，提高薪酬分配、绩效考核的透明度，加强员工民主管理。

员工社保管理

中国中铁制定了规范的企业年金管理办法，落实了国家清理、规范补充养老保险的要求，提高了总部补充医疗保险水平。保障在职职工和退休人员的权益。促进老工伤人员纳入社会统筹管理。

员工民主权利

2012年，公司召开一届三次职代会，工会代表员工与行政签订了《中国中铁2012年集体合同》；收到职工代表提案221项，7名员工代表进行了提案发言；采用无记名投票方式对公司领导人员履行职责和廉洁自律情况进行了民主测评，并当场公布测评结果，进一步畅通了职工民主参与、民主管理、民主监督的渠道。

员工生活保障

2012年，全公司进一步深化“三不让”承诺为员工解难事，全年共检据报销使用专项资金4012余万元，帮助困难员工、农民工2.81万余人。“两节”期间，筹措送温暖资金10191万元，慰问员工、离退休人员、一线员工和农民工25.8万人。

员工休假制度

公司严格遵守国家劳动法律法规，认真执行国家《员工带薪年休假条例》及其他各类假期规定。对在法定节假日、公休假日和延长工作时间的职工，按照国家法律规定支付加班工资。

Maintenance of Staff's Rights and Interests

CREC paid high attention to maintenance of staff's rights and interests and supported gender equality. Through the agreement and signature of labor contract according to law, it established a scientific system of salary management and maintained the legal rights and interests of staff.

Labor Contract Management

The company strictly implemented the national Labor Law and Labor Contract Law, constantly perfected the management of labor and employment and labor dispatching. The signature rate of labor contract in the whole company reached 100%. The company formulated and issued the Guide Opinions on Strengthening of Management of Migrant workers, cultivated stable migrant worker group and actively maintained the migrant workers' legal rights and benefits.

Salary Management for Staff

CREC established normal increasing and safeguard mechanism of the staff's salaries, constantly improved the staff performance system and combined the staff salary with the performance evaluation results and enterprise performance. The company adheres to full acquiring broad staff's suggestions on great events on income distribution relevant to staff's actual benefits, enhanced the transparency of salary distribution and performance evaluation, thus strengthened the democratic staff management.

Social Insurance Management for Staff

CREC has formulated normalized enterprise annuity management methods, implemented the requirements of national settlement and normal supplementation of endowment insurance, enhanced the overall supplementary medical insurance level, ensured the rights and benefits of active staff and retirees and promoted the elder and injured staff included into the unified social management.

Democratic Rights of Staff

In 2012, the company held the third session of the first staff's congress. On the congress, union representative staff signed CREC 2012 Collective Contract with the Administrative Department, 221 proposals from the staff representatives have been received, 7 staff representatives made proposal address, secret ballot has been adopted on the democratic appraisal of execution of duty and probity and self-discipline of the company's leaders and appraisal result was announced on the spot, further unblocked the channel for democratic participation, management and supervision.

Life Guarantee for Staff

In 2012, the whole company further deepened the "three prevention" commitments, totally inspected and reimbursed special fund over RMB 40.12 million Yuan in the whole year and helped over 28,100 staff in difficulty and migrant workers. During the "Two Festivals" Period, the company raised warm-delivery fund of RMB 10.191 million Yuan, visited over 258,000 staff, retirees, first-line staff and migrant workers.

Holiday System for Staff

The company strictly complied with the national labor legal regulations, carefully implemented the national Regulations on Staff Paid Annual Leave for Employees and various other holiday regulations, paid the overtime salary to staff that worked on legal holidays, public holiday or work overtime according to national legal regulations.

促进员工成长

中国中铁大力实施“人才强企”战略，把人才资源视为企业的第一资源，努力做到人才资源优先开发、人才结构优先调整、人才投入优先保证、人才制度优先创新。

2012年，公司积极创新领导人员选拔任用机制，制定出台了《二级企业领导班子后备干部管理暂行办法》，通过公开考试和严格考察，确定后备干部79名和重点关注对象21名，建立起了后备领导人才队伍，探索出了后备干部队伍管理的新模式、新途径。组织开展了总部员工2011年度业绩考核工作，营造了总部学先进、赶先进、当先进的良好氛围，有力促进了机关建设。

2012年，公司共培养出詹天佑铁道科学技术奖6人、享受国务院政府特殊津贴20人、中国中铁特级专家11人，中国中铁专家6人。共评审通过教授级高工170人、高级工程师1421人、高级经济师175人、高级会计师165人，评审通过一级职业项目经理46人、二级职业项目经理80人。2012年，全公司共培训各类人才30万人次，促进了人才队伍能力素质的大幅度提高。

资料：2012年，公司根据《工程技术专家管理暂行办法》，正式启动股份公司级专家评聘工作，召开了股份公司级专家首次评选认定工作会议，研究确定11名“院士、国家突出贡献专家、全国工程勘察设计大师”为“中国中铁特级专家”，6名百千万人才工程国家级人选、享受国务院特殊津贴专家为“中国中铁专家”，为建立新的中国中铁专家管理体系打下了坚实基础。

Promotion of Staff's Growth

CREC strongly implemented the "Talent Enterprise" strategy, promoted the enterprise development through talents development, treated the talents as the first enterprise recourse, made effort to prior explore the talents resources, prior adjust the talents structure, prior ensure the talent investment and prior innovate the talents system.

In 2012, the company actively innovated leaders selection and appointment mechanism and formulated the Interim Measures on Administration of Secondary Enterprise Leading Group Reserve Cadres. Through public examination and strict inspection, it selected 79 reserve cadres and 21 focused objects, set up a backup leadership talent team and tracked out new modes and approaches for reserve cadres management. It organized 2011 annual performance assessment of headquarters staff, created the good environment of learning from, catching up with and becoming the advanced in the headquarters and energetically promoted the organization construction.

In 2012, the company totally gained 6 Zhan Tianyou Railway Science and Technology Awards, 20 people receiving special government allowance from the State Council, 11 CREC senior specialists, 6 CREC experts. The company totally approved 170 professor senior technicians, 1421 senior engineers, 175 senior economists, 165 senior accountants, 46 first-class occupational project managers and 80 second-class occupational project managers. In 2012, the whole company has totally trained over 300,000 talents in all fields and promoted the substantially increase the capacity and quality of talent team.

Information: in 2012, the company formally started stock company level specialists assessment work according to the Interim Measures on Administration of Engineering Technologists, held stock company level specialists initial selection working conference and selected 11 "academicians, national outstanding-contribution experts and national engineering investigation and design masters" as "CREC senior specialists", 6 national specialists who are selected from tens of thousands of talents and enjoy special allowance of the State Council as "CREC specialists", which laid a solid foundation for establishing a new CREC experts management system.



培养权益保护意识

实行五同管理

公司坚持维护广大农民工的合法权益，对农民工实行延伸管理，大力推行“五同”管理。对农民工全部开展岗前培训 and 安全教育；督促劳务分包企业、劳务派遣公司与劳务人员全部签订劳动合同；建立了农民工工资监督机制，采取直接发放或办理工资卡等形式，确保农民工工资按时足额发放；落实农民工意外伤害保险和工伤保险，定期组织农民工体检；认真开展“三工”建设，不断改善农民工工作、生活环境；在组织各类技能大赛、技术比武和评先评优时，将农民工纳入其中，充分调动农民工的工作积极性和创造性，树立农民工先进典型。

公司进一步完善了协作队伍用工管理制度，部分单位通过推行了向农民工队伍中派驻“党代表”和“工会指导员”制度，有效加强了农民工队伍管理，改善农民工的政治、工作和生活环境。

资料1：中铁四局二公司在50多个项目经理部中硬性推行农民工工资“受托代付”制度，保障了农民工工资及时发放，取得了良好成效

资料2：2012年，公司员工窦铁成、巨晓林当选中国共产党第十八次全国代表大会代表，公司多人被评为全国、省市优秀农民工，有1人荣获全国“五一劳动奖章”，有数十人当选为地方人代会和企业各级党代会、职代会代表。全年共有46人获得技师职业资格，农民工选手韩志良荣获“全国建筑业技术能手”称号。

Implementation of "Five Same" Management

The company constantly insisted on maintenance of legal rights of migrant workers, implemented the extension management of migrant workers, promoted the "five same" management vigorously. The company comprehensively conducted training for pre-job and safety education for migrant workers; supervised the construction enterprises of work subcontractors, labor dispatching companies to sign labor contracts with the labors; established supervision mechanism for the migrant workers' salaries. The company adopted modes of directly giving or applying salary cards, to ensure that the migrant workers' salaries are paid on time and in full; paid the migrant workers personal accident insurance and industrial injury insurance, organized regular physical examination for the migrant workers. The company also carefully conducted "three sites" constructions, to constantly improve the working and living environment of the migrant workers; get the migrant workers into each kind of skill competition and outstanding performance evaluation, fully motivate the working activity and creativity of the migrant workers. Therefore, lots of advanced migrant workers representatives were spewing out in every units of the company.

CREC further improved the employment management system of collaborative team. Some units effectively strengthened the migrant workers management and improved migrant workers' political, working and living environments by carrying out the system of dispatching "party representatives" and "union instructors" to migrant workers.

Information 1: the second company of CREC No.4 forcefully carried out the system of "entrusted payment" of migrant workers' wages in more than 50 project management teams, which ensured the timely payment of migrant workers' wages and achieved good results.

Information 2: in 2012, CREC employee Dou Tiecheng and Ju Xiaolin were elected as the deputies to the Eighteenth National Congress of The Communist Party of China. Several CREC employees were recognized as national or provincial excellent migrant workers. 1 employee was awarded the national "Labor Medal". Scores of employees were elected as representatives in local people's congress and enterprise all levels of party congress and workers' congress. Totally 46 employees obtained the professional qualification of technologist. Migrant worker contestant Han Zhiliang was awarded the title of "national construction technical expert".



中铁山桥集团举办运动会



天津铁建公司集体婚礼



送祝福

加强三工建设

2012年，中国中铁逐步深化以工地生活、工地文化、工地卫生为主要内容的“三工”建设，全年累计投入“三工”建设资金1.9亿元，进一步改善了员工的工作、生活、文化条件和环境。

资料1：2012年，公司工会集中开展了兰新二线、中铁资源宜春钼矿等在建项目部“送清凉”“送温暖”活动，拨款45万元用于现场“三工”建设，同时拨款100万元慰问了玉树重建工程参建员工。

资料2：2012年，公司广泛开展“学雷锋、学郭明义，领导干部帮扶困难企业、帮扶困难职工”的“双学双扶十项行动”。公司每名高管层成员帮扶一个三级困难企业和一名困难员工，公司所属各二级单位共有160名领导班子成员参与了“双学双扶”行动，帮扶困难企业143个，困难员工325人，帮扶资金509800元。

Reinforcement of Three Projects Construction

In 2012, CREC gradually deepened the "three projects" construction with main content of construction site life, culture and hygiene, accumulatively invested RMB 190 million Yuan in the "three project" construction, further improved the staff's working, living, cultural conditions and environment.

Information 1: in 2012, CREC labor union carried out the "refreshing" and "heart-warming" activity in the department of projects under construction, including two Lanzhou-Xinjiang Railway lines and China Railway Resources Yichun molybdenum ore, etc., allocated special fund of RMB 450,000 for "three-construction" at the site and allocated RMB 1 million to subsidize the construction workers of Yushu reconstruction project.

Information 2: in 2012, CREC widely carried out the "double-learning and double-assisting ten actions", namely "learning from Lei Feng, learning from Guo Mingyi, leaders assisting troubled enterprises and needy workers". Each top management member of CREC assisted 1 third-level troubled enterprise and 1 needy worker. Totally 160 leading group members from various secondary units under CREC participated in the "double-learning and double-assisting" actions. There were totally 143 troubled enterprises and 325 needy workers assisted, involving assisting fund of RMB 509,800.



抢险救灾 扶贫助困
Disaster Relief & Assistance for the Poor

地企共建 服务社会
Construction of Enterprises & Service to Society

促进就业 维护稳定
Promotion of Employment & Maintenance of Stability

全球责任 全球典范
Responsibility of the Global and the Model of the Global





抢险救灾 扶贫助困

多年来，中国中铁在一系列重大自然灾害面前挺身而出，勇挑重担，积极投身抢险救灾；广泛参与公益事业，捐款捐物，扶贫助困，积极践行央企责任，受到政府和社会各界好评。

在青海玉树灾后重建工作中，中国中铁承担结古镇城南片区的恢复重建任务。主要包括城乡居民住房建设、公共服务设施建设、基础设施建设等三大类，共计 60 余个大型项，100 余个小型项、170 余个单体，重建总投资额为 43.75 亿元。公司以“开工必先，全程领先”为指导思想，广大员工克服重重困难，高质量施工，创造了四天一层楼的灾后重建玉树速度、玉树奇迹。目前，胜利路一、二、三组团，西杭组团、扎南组团等五大商住组团共计 102 栋楼，1774 套房已于 2012 年 9 月 28 日竣工，已安排居民入住，并提供了过冬服务保障工作。扎北、扎南统规自建区共计 592 套和下拉秀农牧民住房 1000 套均已建设完成，大部分居民已经入住。承建的玉树县第一民族中学、第二完全小学、第一幼儿园、第二幼儿园四所学校均已完工。其中玉树县第一民族中学、玉树县第二完全小学已于 2012 年 3 月交付使用。

资料 1：2012 年 5 月 10 日，甘肃省定西市岷县范围突降特大冰雹及暴雨，中铁七局兰渝指挥部及时派出人员机械配合当地政府抗洪救灾，投入 50 余人、2 台挖掘机、3 台装载机、1 台指挥车，共疏通河道 4 条，抢救 3 座便桥。经过前期 4 天连续救援，抢修了便桥，疏通了河道，为当地群众出行和及时转移，后期部队大规模救援的进入起到了积极作用。

资料 2：2012 年 5 月 25 日凌晨 3 时，广西壮族自治区连降暴雨，南昆铁路山心站至思林站间 K108+700 路段发生水害，该路段约 50 米路基及桥梁护锥被冲毁，最深处达 7 米，行车被迫中断。中铁五局南宁指挥部迅速组织抢险工作，及时组织施工人员 100 余人、抢险设备及各种抢险工具 110 余件，连续奋战 14 个小时，于当天 17 时抢通铁路恢复行车。

资料 3：2012 年 7 月 21 日 23 时，受北京 61 年来最大暴雨影响，京原铁路北京局管段全线瘫痪，部分列车被迫停止或迂回运行。中铁电气化局于 22 日凌晨 2:30 出动人员 400 余人，紧急调动大型机械近 30 余台，堆砌砂袋 30000 余袋参与抢险。23 日凌晨 0 时 30 分，京原铁路受灾线路恢复通行。

Disaster Relief & Assistance for the Poor

For years, CREC has come out bodily, worked in the first line, and dared to challenge when facing series of serious natural damages, actively took part in the rescue works; broadly participated in the charity affairs, donated both money and materials to help the poor, actively fulfilled the responsibility of central enterprise, and has been highly praised by both the government and public.

In the post-disaster reconstruction in Qinghai Yushu, CREC undertook the reconstruction task of south urban area of Jiegu Town, mainly including the urban and rural residential construction, construction of public service facilities and infrastructure construction, totally over 60 great projects, over 100 subprojects and over 170 monomers with total reconstruction investment of RMB 4.375 billion Yuan. The company, with the guidance idea of "starting project first, leading in the whole process" led the broad staff to overcome various difficulties and complete the construction with high quality, created the Yushu Miracle of constructing one floor in four days in post-disaster reconstruction work. At present, 1774 suites of houses, 102 buildings in the five residential group of first second and third Shengli Road group, Xihang group and Zhanan group have been completed on September 28, 2012, and have been provided service assurance on winter. 592 houses in Zhabei and Zhanan unified planning and self-build area and 1000 farmers and herdsmen houses in Xialaxiu have been completed and most of the residents have moved in. The constructed four schools of Yushu No.1 Ethnic Middle School, No.2 Complete Primary School, No.1 Kindergarten and No.2 Kindergarten have been completed, among which the former 2 schools have been brought into service in March, 2012



组织员工义务献血



中国中铁郭明义爱心团队福利院活动



郭明义爱心团队活动

地企共建 服务社会

中国中铁长期以来坚持地企文明、和谐共建的工作思路，广泛开展拥军优属，支持军警建设，志愿服务敬老院、医院、街道、社区、学校等地方单位，以实际行动履行企业公民责任，大力弘扬社会道德风尚，积极构建和谐社会。

2012年，中国中铁继续定点帮扶湖南省桂东和汝城两个贫困县。公司坚持以“教育扶贫、干部扶贫”为重点，选送第九批扶贫干部到两个贫困县，全年共投入278万元，启动并完成了7个扶贫项目。由于扶贫成绩显著，公司被国务院国资委评选为中央企业扶贫开发工作先进单位，2人获得扶贫开发先进个人称号。

资料1：中铁西北院2012年初确定了帮扶榆中县韦营乡孙家岔村发展致富方案，利用200多亩山坡、林地、苜蓿地，购买土鸡“青脚麻”鸡苗1.5万只进行散养，预计可出栏鸡1.2万只，年均产值84万元，纯收入22万元，平均每只鸡纯收入14.6元，当年可收回投资成本的48.5%。

资料2：中铁四局四公司连续二十七年薪火传承，组织青年志愿者，带着米、油等营养品和医疗器材到合肥市瑶海区磨店乡的敬老院开展慰问、义诊等志愿服务。

资料3：2012年，中央企业郭明义爱心团队授旗仪式在中国中铁举行，公司团委广泛开展了郭明义爱心团队活动和“关爱农民工子女”行动，完善了青年志愿者服务体系，共组建“郭明义爱心团队”1086支，积极开展公益活动4100余场次，树立了“学习雷锋，央企先行”的典范。

Construction of Enterprises & Service to Society

For a long time, CREC insisted on the working thought of civilized construction of enterprises and harmonious construction, broadly carried out preferential treatment for families of servicemen, supported construction of police and volunteered for nursing homes, hospitals, streets, communities, schools and other local units. The company fulfilled corporate social responsibility with practical actions, actively promoted social morality and actively built a harmonious society.

In 2012, CREC continued to assist two poverty counties Guidong County and Rucheng County in Hunan Province. The company adhered to the priority of "scientific and educational poverty relief", sent to the ninth group of poverty relief leaders to the two poverty counties, totally invested RMB2.78 million Yuan in the whole year, started and completed 7 poverty relief projects. Since the obvious educational poverty relief achievements, the company was honored as advanced unit of central enterprises poverty alleviation and development work by SASAC, and 2 people have won the title of advanced individual in poverty alleviation and development.

Information 1: at the beginning of 2012, Northwest Research Institute of CREC determined the development and get-rich plan for assisting Sunjiacha Village, Weiyang Town, Yuzhong County, utilized more than 200mu hillside, forest land and clover land, bought 15000 local "Qingjiaoma" chicks to breed without cage. It is expected to output 12000 chicken and achieve an average annual output value of RMB 840,000, net income RMB 220,000, average net income from each chicken RMB 14.6. 48.5% of investment cost may be recovered within the same year.

Information 2: for 27 consecutive years, the Fourth Company of CREC No.4 has been organizing young volunteers to bring rice, oil and other nourishments and medical equipment to the nursing home in Modian Town, Yaohai District, Hefei to visit and provide free treatment or other services for the aged people.

Information 3: in 2012, the flag presenting ceremony of national enterprise Guo Mingyi love team was held in CREC. The company's league committee widely carried out Guo Mingyi love team activities and "care for children of migrant workers" action, improved the young volunteer service system, set up totally 1086 Guo Mingyi love teams, actively carried out more than 4100 public benefit activities and set up the model of "learning from Lei Feng, starting from national enterprise".



为农民工提供就业岗位

促进就业 维护稳定

中国中铁始终把履行就业责任作为公司社会责任的一项核心内容。2012年，公司在国内基建投资大幅紧缩、铁路工程项目调整和资金压力较大的情况下，充分展示央企的社会责任，为150万农民工提供了就业机会，建立预防和解决拖欠农民工工资工作的长效机制，全力解决因政策等因素引起的农民工工资拖欠问题，取得了良好的效果。同时，公司还在南美洲、东南亚、非洲、中东等国外地区，为当地劳动力提供了约2.5万个就业岗位。公司每年还通过接收大中专毕业生、接收转业军人、通过人才市场引进人才等形式，为社会创造和提供着大量新的岗位。2012年，全公司新接收大中专毕业生5544人，军转干部在京安置工作也得到国务院军转办肯定。

Promotion of Employment & Maintenance of Stability

CREC has always regarded fulfilling employment responsibility as a core content of the corporate social responsibility. In 2012, under the circumstance of large-scale reduction of investment on domestic basis construction, adjustment of railway engineering project and large capital pressure, the company fully exhibited the social responsibilities of central enterprise, has provided the employment opportunity for 1.5 million migrant workers, built long-effect mechanism for the prevention and solution for migrant worker's salary, solved the migrant worker's salary delay program caused by policy and other factors and got excellent effect. At the same time, the company also provided about 25,000 employment positions for local labor forces in South America, Southeast Asia, Africa, Mideast and other overseas areas. The company has also created and provided a large number of new positions for the society through reception of college graduates, retired soldiers and introduction of talent from the talent market and other forms. In 2012, the company has accepted 5544 college graduates and the resettlement work of transferred soldier leaders was also recognized by the State Council.



湄公河大桥合拢仪式

全球责任 全球典范

长期以来，中国中铁坚持“奉献精品工程，造福东道国家”理念，在先后完成的一大批如阿联酋棕榈岛填海工程、孟加拉帕克西大桥工程、马来西亚沙巴洲铁路改造工程、尼日利亚铁路改建、南非水坝工程、援加纳公路改扩建工程、安哥拉罗安达省医院工程、摩洛哥高速公路和铁路等重大国际工程项目，以及目前正在实施的以75亿美元委内瑞拉铁路为代表的200多个较大境外工程项目中，都充分体现了中国中铁对境外工程项目所在国家民生大计社会责任的高度重视。通过奉献精品工程和利民生建设，提高了当地交通运输能力、改善民众生活条件、加速了东道国与周边国家的经贸往来，促进了当地经济繁荣和发展。

2003年以来，公司所属各单位在实施对外承包工程中，累计境外纳税总额达13亿人民币以上，约合2亿美元，有力促进了当地经济发展。2012年，公司海外项目雇工当地工人已达26228人，主要集中在非洲和南美地区，为当地经济发展、基础建设和就业等问题排忧解难。

资料：2012年12月31日，中国中铁与柬埔寨钢铁矿业集团在柬埔寨首都金边签署《柬埔寨柏威夏矿山铁路及沙密港港口项目EPC合同协议书》，由公司按照EPC合同模式承建柬埔寨柏威夏矿山铁路及沙密港港口两项基础设施建设项目，项目暂估合同价格约为人民币602.4亿元。柬埔寨柏威夏矿山铁路及沙密港港口是柬埔寨两项重要的基础设施建设项目。柏威夏矿山铁路线路全长404.481公里，北起柏威夏铁矿矿区，向南依次经磅通省、磅清扬省、磅士卑省，终至国公省沙密港，将构成柬埔寨王国东北至西南的一条国家主干线。沙密港位于柬埔寨西南海岸的菠萝岛，是能源、资源、货物和服务业的重要通道。

Responsibility of the Global and the Model of the Global

For years, CREC, constantly insisted on concept of "dedication of elite projects to serve the host countries", has successively achieved a great number of projects like UAE Palm Island Reclaim Project, Bangladesh Parker West Bridge Project, Malaysia Sabah State Railway Reconstruction Project, Nigeria Railway Reconstruction, South Africa Dam Project, Signing Ghana Highway Reconstruction Project, Luanda, Angola Provincial Hospital Project, Morocco Highway and Railway Project and other major international engineering projects. All the over 200 large overseas engineering projects represented by the RMB7.5 billion Yuan Venezuela Railway under construction at present have embodied the CREC's high emphasis on the social responsibilities relevant to the national livelihood of the country of overseas projects. Through the dedicated fine elite project and people project construction, the company has enhanced the local transportation, improved the local people's livelihood, accelerated the economical cooperation of the host countries with the nearby countries and promoted the flourish and development of local economy.

Since 2003, all units of the company has paid RMB 1.3 billion Yuan of foreign taxes (almost USD 200 million) during the implementation of foreign contracted projects, vigorously promoted the development of local economy. In 2012, the local staff in overseas project reached 26228 people, mainly focused on Africa and South Africa, excluded the difficulty and anxiety of problems such as, local economic growth, infrastructure and employment etc.

Information: on December 31, 2012, CREC and Cambodia Iron and Steel Mining Industry Group signed the Cambodia Preah Vihear Mine Railway and Shamir Port Projects EPC Contract Agreement in Phnom Penh, the capital of Cambodia. CREC shall construct the two infrastructure construction projects of Cambodia Preah Vihear Mine Railway and Shamir Port in EPC contract mode. The temporarily estimated contract price of the projects was RMB 60.24 billion. Cambodia Preah Vihear Mine Railway and Shamir Port are two important infrastructure construction projects in Cambodia. The total length of Preah Vihear Mine Railway line is 404.481km from Preah Vihear Iron Mine area, southward via Kampong Thom Province, Kampong Chhnang Province, Kampong Speu Province and finally to Koh Kong Province Shamir Port. It will constitute a national trunk line from the northeast to the southwest of the Kingdom of Cambodia. Shamir Port is located on the Pineapple Island at the southwest coast of Cambodia and it is an important channel of energies, resources, goods and services.

开放的中国中铁

规范的信息披露

作为 A+H 上市公司，2012 年，公司严格遵循中国上海和中国香港两地上市规则以及多地上市公司“从严从多，披露一致”的信息披露原则，继续坚持自愿性信息披露与法定信息披露的有效结合，力求使规范与效率、严肃与灵活之间达到最好的契合，进一步提高公司透明度。2012 年，公司共发布公告及通函 144 项，其中 A 股公告 59 项，H 股公告及 85 项。上述公告及通函均按照规定披露于上海证券交易所、香港联合交易所网站和指定报刊；同时为了便于广大投资者查阅，信息披露文件也均发布于公司中英文网站上，确保了公司股东及广大投资者能够及时、平等、便捷地获得公司信息。2012 年，公司发生的应予披露的事项均按规定要求进行了披露，没有发生虚假记载、误导性陈述或者重大遗漏的情形。

Open CREC

Normative Information Disclosure

In 2012, as A+H shares listed company, CREC strictly abided by the listing rules of Shanghai and Hong Kong and the information disclosure principles of "stricter, more and consistent disclosure" for listed companies in many regions, continued to adhere to the effective combination of voluntary information disclosure and legal information disclosure, made every effort to realize the best fit between specification and efficiency, strictness and flexibility, further enhanced corporate transparency. In 2012, CREC made totally 144 public announcements and circulars, including 59 A shares announcements and 85 H shares announcements. The above announcements and circulars were disclosed on Shanghai Stock Exchange and Hong Kong Stock Exchange websites and the specified newspapers in accordance with relevant regulations; at the same time, in order to facilitate the access of investors, all information disclosure documents were published on CREC's Chinese and English websites to ensure that the company's shareholders and investors can timely, equally and easily access to CREC's information. In 2012, CREC disclosed all events which should be disclosed according to regulations, and there was no false record, misleading statement or major omission.





积极的投资者关系

2012年，公司采用召开业绩发布会、接待投资者来访、开通投资者热线和电子邮箱、参加投资峰会等多种形式与公司股东进行沟通交流，增进公司股东和投资机构对公司的了解和认同，倾听股东和投资者的意见和建议。报告期内，公司组织接待投资机构来访60余次，接待投资者360余人次，其中境外投资者100人次，共安排出席境内外组织的国际投资论坛和投资策略会议共12场，组织路演32场，反向路演1场，共会见基金经理、分析师500余人次。其中，为配合公司2011年年报和2012年中报、2012年三季报的业绩发布，分别在北京与香港举行了4场大型业绩发布会、2场业绩推介电话会议。

2012年，公司荣获上海证券交易所“2012年度上市公司董事会奖”，并在资本市场先后获得“优秀董事会”、“港股排行榜最绩优企业”、“中国上市公司诚信企业100强”、“中国上市公司综合实力100强”、“中国最具创新力企业”、“港股营业额10强”、“中国新型跨国公司50强”、“中国50家最受尊敬上市公司”、“中国上市公司十佳董事会”等多项殊荣。

公司目前入选的指数有：沪深300指数、中证100指数、上证180公司治理指数、中证香港100，中证央企100，中证300价值，中证基本面50，以及香港恒生综合指数系列、恒生综合中型股指数、恒生中国企业指数、恒生中国内地100指数、恒生AH指数系列、恒生可持续发展企业指数系列等众多只境内外证券市场指数系列。

Active Investor Relations

In 2012, by adopting various formats of holding performance news conference, meeting investors, opening investors' hotline and email, joining investment summit, the company communicated with the shareholders, increased the realization and agreement of the company from shareholders and investment organization, and listened the ideas and suggestions from shareholders and investors. During the period of the report, the company organized the reception of visit of investors for over 60 times and over 360 investors, among them, 100 investors are overseas investors. The company has totally arranged the attendance of 12 international investment forums and investment strategy meetings home and abroad, organized 32 road shows and 1 reverse road show, totally met over 500 fund managers and analysts. Among them, to coordinate the issuing of annual report in 2011, interim report in 2012 and performances in three quarters in 2012, the company has respectively held four large-scale performance launch congresses, 2 performance promotion telephone congresses in Beijing and Hong Kong.

In 2012, the company has won the "2012 Annual Listed Company Board of Directors Award" in SSE, and has successively won "Excellent Board" "Chinese Top 100 High-integrity Listed Companies", and many other honors in the capital market.

The company's current selected index includes: Shanghai and Shenzhen 300 index, CSI 100 index, SSE 180 corporate treatment index, CSI Hong Kong 100, CSI Central SOEs 100, CSI 300 value, CSI RAFI 50, as well as the Hang Seng comprehensive index series, Hang Seng Midcap Index, Hang Seng Chinese enterprise index, Hang Seng Mainland 100 Index, Hang Seng AH index series, Hang Seng sustainable development enterprise index and other domestic and overseas market index series.



央视记者在现场采访

和谐的媒体关系

多年来，中国中铁和各类社会媒体保持着良好的关系，通过召开新闻发布会，邀请媒体出席企业重要会议，组织报道重要工程开竣工典礼，在媒体开辟专栏、举办联谊会、培训班等多种形式加强与新闻媒体的沟通、促进工作、发布信息、接受媒体监督。

2012年，新华社、中央电视台、人民日报、光明日报、经济日报、科技日报、中国证券报、上海证券报、证券日报、证券时报、新华网、人民网及凤凰卫视等媒体发布公司信息超过11300余条。

Harmonious Media Relations

Over the years, CREC and various kinds of social media maintained good relations. Through the forms of holding press conferences, inviting media to attend important enterprise meetings, organizing and reporting opening and completion ceremonies of important constructions to, opening up column in media and holding parties and training courses, etc, the company enhanced the communication with the media, promoted work, released information and received media's supervision.

In 2012, Xinhua news agency, CCTV, People's Daily, Guangming Daily, Economic Daily, Science and Technology Journal, the China Securities, Shanghai Securities, Securities Daily, Securities Times, Xinhua Net, People's Net, Phoenix TV and other media have issued more than 11,300 items of information.



特色的企业传媒

2012年，我们进一步完善公司网站、中国中铁青年网、《中国中铁报》、《中国中铁党建》、《中铁工运》、《中铁青年》等企业媒体；建立了覆盖全公司的内部办公信息系统，三级以上公司都建立了公开网站，定期编制发布工作信息、情况通报等各类简报；全公司多家单位建立了电视台、工地广播，主办和主管具有国家公开刊号报刊10余家，企业内部报刊40余家，及时传播企业改革发展动态和生产经营信息，展示企业形象，丰富企业文化。

2012年，公司围绕哈大高铁、石武高铁、京石高铁、玉树灾后重建、哈罗铁路等重点工程和重大事件为契机，组织开展集中报道，全方位多角度宣传企业文化，展示企业形象。参与拍摄的电视连续剧《雪域天路》获全国“五个一工程奖”；参与摄制的五集电视纪录片《超级工程》，在中央电视台黄金时段播出。

Characteristic Enterprise Media

In 2012, we further improved the corporate website, CREC Youth Net, CREC Newspaper, CREC Party Construction, CREC Union Transport, CREC Youth and other enterprise media. We have constructed the internal office information system that covers the whole company and all companies above Level 3 have established the public websites, regularly compiled and issued working information, circular notices and various other brief reports. Many units in the whole company have established the TV station, construction site broadcast, organized and executed over 10 national public presses, over 40 internal enterprise presses, timely transmitted the enterprise reform and developmental dynamic and production and operation information, exhibited the enterprise image and enriched the enterprise culture.

In 2012, the company, around the opportunities of Harbin-Dalian Express Railway, Shijiazhuang-Wuhan, Beijing-Shijiazhuang Express Railway, Yushu post-disaster reconstruction, Hami-Lop Nor Railway and other key projects and major events, organized and carried out the centralized reports, propagandized the enterprise culture and exhibited the enterprise image from multiple angles. Heaven Road in Snow-covered Land, TV play series, which the company has participated, won the prize of "Five-One Project"; the 5 sets of TV documentaries Super Infrastructure that the company has participated, was broadcasted in the prime time in CCTV.

SOCIAL
RESPONSIBILITY
REPORT OF
2012
社会责任报告

社会评价

2012年，中国中铁排名世界企业500强第112位，中国企业500强第12位，进入《财富》杂志（中文版）中国企业社会责任25强。

全公司有15家单位被评为全国优秀施工企业，6家单位被评为全国建筑业先进企业，3家单位新获“全国文明单位”称号，75个集体和个人获“全国五一劳动奖状”、“工人先锋号”、“火车头奖章”等荣誉称号。共青团组织共有3人荣获“全国青年岗位能手（标兵）”，9人在全国性职业技能竞赛中获奖，81个集体和个人获得省部级表彰……

Social Assessment

In 2012, CREC ranked the 112th among world top 500 enterprises and the 12th in Chinese top 500 enterprises, entered into the top 25 Chinese Enterprise with Social Responsibility on Fortune magazine (Chinese version).

15 units in the whole company have been evaluated as national excellent construction enterprises, 6 units as advanced enterprises in national construction industry, 3 units as "National Civilized Units". 75 collectivities and individuals have respectively been honored as honorary title of "National May Day Labor Certificate of Merit", "workers pioneer" and "Locomotive Medal" etc. In the youth League Organization, 3 individuals have won the "National Youth Position Expert (model)". 9 people won prizes in the national professional skills competition, and totally 81 collectives and individuals won provincial commands...



展望

目前，中国中铁的发展目标是：通过“十二五”和较长一个时期的努力奋斗，使中国中铁具有世界一流的自主创新和科技研发能力，拥有行业领先的知识产权核心技术和人才队伍；具有世界一流的公司治理和运营管理能力，具备较强的国内外建筑市场竞争能力；具有世界一流的经营质量和经济效益，各项综合指标处于行业先进水平；具有世界一流的产业结构和资源配置能力，具备差异化的市场竞争优势和国际化经营水平；具有世界一流的企业文化和履行社会责任能力，拥有广泛影响力的国际知名品牌。

2013年，中国中铁将进一步发挥行业龙头企业履行社会责任的表率作用，全面深化社会责任管理，拓展社会责任领域，丰富社会责任内容，提升社会责任实践水平，与利益相关方共同携手，为推动全社会的发展进步而不懈努力！

Outlook

At present, the developmental aim of CREC: through the constant efforts in the "Twelfth Five-year Plan" and a longer period, make the CREC own the world first-class independent innovative and scientific research ability, core technology of industrial leading intellectual property and talent team, world first-class cooperate treatment and operation management ability, relative competitive power in both domestic and overseas construction market, the world first-class operation quality and economic benefit and all comprehensive index in advanced industrial level, own the world first-class industrial structure and resource configuration ability, differential market competitive advantages and international operation level, world first-class enterprise culture, ability to perform the social responsibility and international famous brands with broad influential power.

In 2013, CREC will further play an exemplary role of the industry leading enterprise to corporate social responsibilities, comprehensively deepen the social responsibility management, expand the social responsibility fields, enrich the social responsibility contents, enhance social responsibility practices, to cooperate with the interested parties, to make unremitting effort to promote the development and progress of the whole society!



读者反馈

感谢您在百忙之中阅读中国中铁股份有限公司2012年社会责任报告。

报告在编写过程中难免存在瑕疵和疏漏之处，我们十分愿意倾听您的意见和建议，再一次向您对本公司的支持和帮助表示衷心感谢。

地址：北京市海淀区复兴路69号中国中铁大厦

电话：010-51878413 邮政编码：100039

传真：010-51878417 电子邮箱：ir@crec.cn

网址：www.crec.cn

Readers' Feedback

Thanks for your reading the social responsibility report of 2012 China Railway Group Limited in your busy schedule.

There are inevitable flaws and omissions in compiling preparation process of the report. We are very willing to listen to your comments and suggestions.

We express our sincere thanks for your support and help to the company once again.

Address: No. 9 China Railway Group Limited Building, 69 Fuxing Road, Haidian District, Beijing.

Telephone: 010-51878413 Postal code: 100039

Fax: 010-51878417 E-mail: ir@crec.cn

Website: www.crec.cn

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